

Diversity, Equity, and Inclusion Committee
Town of Chelmsford, MA
August 8, 2023

Members in attendance: Carly Riem, chair, Linda Morel,
Susan Mackinnon, Beth Pocos, Bill Campbell, Julia Sullivan, Jill Kenny, Deana Peterson, Lou Bergeron

Call to Order at 7:00

This meeting is being held onsite at Chelmsford Town Hall.

Approval of minutes of the July 11, 2023.

Carly made a motion to approve the July 11, minutes. Susan approved and Bill seconded, and the Motion carried.

Land Acknowledgement Statements

Committee business:

➤ **Watch it Wednesdays:**

Some ideas to promote and work with other resources – Jill (Head of Adult Programming & Julia (run Social Justice Book Club) Chelmsford Library. Have a theme per month for movie, same theme for book club and speaker. Book clubs have had climate change, food justice, etc. Food justice promoting Chelmsford pantry, etc. Meets once per month, 3rd Monday at 7:00 PM. Base between 6-8 people. Primarily non-fiction. Watch it Wednesdays has lack of promotion as of now.

- “Compelling Questions” series – Spear headed by reference department, migration, water, Internet Safety,
- Library – Polling results? How large is their audience?
- Next cookie – Housing Justice – Urban Planning
- Marion Ryan – Task force for hate crimes. She may be able to speak on Housing Justice (possibly).
- Beth – Make motion to assign working group – Carly, Beth, and Susan.

➤ **Applications for DEIC:**

Welcome Sherry & Jen – Jen couldn’t be here today at the offsite event.
Sherry, not sure.

➤ **DEIC Calendar:**

Make sure we have events on the calendar and make folks aware. Having a calendar on town website under DEIC is important. Provide the details and dates.

Invited to Holiday Prelude – We are ok doing that. Try having booth inside CCA. Dec 3.

Bookmarking place - Tricia is working on uploading ant-hate pledge.

Susan – Put events DEIC calendar on website.

Facebook – Try posting our calendar on different town sites.

Carly to create the calendar – Bill to manage and become co-administrator.

Linda & Susan to do outreach to all the various Chelmsford Groups.

- Patricia Okker – Carly’s colleague, Aunt of former college. Consultant and Teacher in Florida. Accomplished women to speak to school committee and DEI committee. Speaking about all levels of schools on non-inclusivity, CRT, anti-woke, anti-LGBTQ.
- Beth’s DEI training proposal, costs – Frank Dobbin, Harvard Professor to discuss the weakness of diversity training in corporate America. We agree we would like him to speak, however we need to understand the costs. Coordinate with Library. Applicable to anyone who wants DEI to work.
 - Carly – Our goal is to do community spirited events to open the DEI discussion. We need to be able to reach community more effectively.
- Next meeting – Susan to invite Chief Spence to understand how we can work together and bring the anti-task force, Marion Ryan (to discuss stats on Chelmsford), for September 12.
- Chelmsford Historical Society – Revamp society. Native American, African American and Declaration celebration. Learn more about the local Native Americans in our community. Carly recommended working with CPL. Carly to find out the name of the person who has this information. African America history – Yes, slaves did exist in Chelmsford and have artifacts and had a group call Chelmsford Goons (minstrel shows) – 1800s.
- Next agenda to discuss Indigenous people day – Pow wow dancers – October. Have both Garrison House and Historical society at the next meeting.
- Donations from Longwood - \$300
- Add to next meet – Network of volunteers.

Next Meeting

- Discuss upcoming events.
- August 22– 7:00 In person

Adjournment

- Susan made a motion to adjourn the meeting. Bill seconded. The meeting adjourned at 8:45 pm.

Minutes submitted by Linda Morel

Diversity, Equity, and Inclusion Committee Code of Conduct for Social Media platforms

Mission Statement:

The Diversity, Equity, and Inclusion Committee (DEIC) supports Chelmsford's efforts to become a welcoming town that recognizes diversity, pursues racial equity, and fosters inclusion.

We strive to identify and promote activities designed to further efforts of these core values, and to advocate for the human and civil rights of all.

The Committee will provide guidance to local governing bodies, municipal organizations, businesses, and residents on diversity-related issues, discourage prejudices and discrimination, and encourage unity in our community.

Code of Conduct

Be Kind and Courteous

Treat everyone with respect. Our aim is to foster inclusion at all times.

No Hate Speech or Bullying

This page must be a place where everyone feels safe. Bullying of any kind is not allowed, and degrading comments about things such as race, religion, culture, sexual orientation, gender, or identity will not be tolerated.

No Promotions or Spam

Only links relevant to the mission of the Diversity, Equity, and Inclusion Committee are permitted.

Administrators reserve the right to allow or disallow comments based on this Code of Conduct. Failure to comply will result in removal from the group.