

Diversity, Equity, and Inclusion Committee
Town of Chelmsford, MA
August 9, 2022

Members in attendance :

Carly Reim, chair. Lorena Betts, co-chair

Lauren Cochran, Rachel Donovan, Tricia Dzuris, Cherrice Lattimore, Susan Mackinnon

Absent: Linda Morel, clerk. Milo Ransdell

Call to Order 7:05pm.

This meeting is being held virtually via Microsoft Teams.

Approval of minutes of July 12, meeting

T. Dzuris made a motion to approve the 7-12-22 minutes. C. Lattimore seconded. Motion carried.

Land Acknowledgement statement

Committee Business

Community Outreach with local churches and Boys & Girls Club

C. Lattimore toured Lowell Boys and Girls Club. Phenomenal programs. Young diverse population. Lattimore wants to consider ways we can engage with them, possibly through the activities and dates we honor throughout the year. She suggested next step might be taking a tour. C. Reim, L. Cochran and R. Donovan would like to participate.

Board of Health Fall Festival

T. Dzuris reported that the BOH asked DEIC to set up booth and participate in event on October 1, 12- 4 pm. We can plan any kind of activity to promote our mission. They reached out to L. Cochran to ask to borrow the high school's stage. Cochran suggests the town purchase a stage, perhaps through the CCA. Dzuris, Mackinnon, Donovan can put in time for the event.

Finance Update

Balance = \$3911.55

Some performers from Juneteenth have not yet been paid because they have not completed their paperwork.

-BOH Fall Festival- no expenditures expected

-Publicity Materials:

*Yard Signs- campaign not planned at this time. We need to consider logistics of distributing them. Target having them ready for Black History Month

*T-shirts or Polo shirts

*Swag to sell, such as static stickers for cars, garden flags

Working Group Updates

Education – Restorative Practices

S. Mackinnon and L. Betts met with members of a new group called Chelmsford for Change. They will be working on social justice issues and areas of interest in the political venue. Their first priority was abortion rights, but they plan to champion other causes. There will be a website.

C. Lattimore requested a working group meeting so we can focus on the direction of this initiative. We need to decide what we will do to follow up on our meeting with CHS Athletic Director Dan Hart and discuss work with student groups. We should also plan the best way to share information and training opportunities for DEIC members in Restorative Justice practices.

Watch It Wednesday

The Immortal Life of Henrietta Lacks was well-received.

Schedule for the last Wednesday of the month, 6:30 pm, for the rest of the year.

August - Monsoon Wedding

September - The Straight Story

October - The Farewell

November - Wonder

December - Nothing Like The Holidays

Day of Peace

Cochran and Dzuris co-leads

Linda Morel solicited one donation for bridges. Charlie and Lauren Cochran will donate one. C. Lattimore will reach out to GLCF.

Keyboard and singer signed up to perform - Sabrina Lambrose

Spotlight dance will perform and try to teach a Ukrainian dance.

A Bollywood performer, Sanjyot, is interested in participating.

Same DJ we have used in the past is not available.

Dzuris made a motion to appropriate funds not to exceed \$400 for Day of Peace. Cochran seconded.

Roll call – all committee members verbally stated YES.

Publicity needs to be coordinated with one flyer and one press release to go to groups/companies with.

Dzuris will talk to people in town about displaying bridges on common.

Cochran will email Fine Arts coordinator about student artwork on theme of Peace.

Mackinnon is planning activities for children.

Resident Engagement

51 followers, mostly women

Code of Conduct

Mackinnon presented a draft document to use on social media platforms. A few edits were made.

Dzuris made a motion to accept the edited Code of Conduct. Cochran seconded. Motion approved.

The document is attached.

Donovan suggested it is posted on the FB page and the FB group. S. Mackinnon will consult L. Betts about using it on Instagram.

Review 2022 draft Annual Town Report

Reim will share a draft of the report to committee members via email. Reply to her with any feedback.

Meeting schedule

Next Meeting will be a remote meeting on August 23 at 7 pm.

There was discussion about changing the platform to Zoom. This may be considered.

Add to next Agenda:

Criteria for Diversity awards

Adjournment

Dzuris made a motion to adjourn the meeting. Mackinnon seconded. Meeting adjourned 8:14 pm.

Minutes submitted by Susan Mackinnon

Diversity, Racial Equity, and Inclusion Committee

Attachment: Code of Conduct for Social Media platforms

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 group.