

Diversity, Equity, and Inclusion Committee  
Town of Chelmsford, MA  
August 22, 2023

Members in attendance: Carly Riem, chair, Linda Morel, Beth Picos, Jen Melanson, Bill Campbell

**Call to Order** at 7:00

This meeting is being held onsite at Chelmsford Town Hall.

**Approval of minutes of the August 8, 2023, meetings**

Carly made a motion to approve the August 8, minutes. Bill approved and Pat seconded, and the Motion carried.

**Land Acknowledgement Statements**

**Committee business:**

- History society event on 9/16 – 12-4 – The Farm Fair. Byan Historical society building. Would like to include DEIC. Have table, banner, etc. Linda, Beth, Carly & Bill. Games, etc. Great exposure.
- Christopher Thornton joining committee. Have not been sworn in. Should join next meeting.
- Re-up registration for Raffle permits - \$20.00 (all agreed).
- Training proposals not approved yet. (Beth)
- Calendar for DEIC (Bill & Carly updated calendar on Facebook). Linda & Jen will help post to various Chelmsford pages.
- Change Day of Peace for 9/23. – Actions for Peace – A call to action to recognize global peace. – Jen to take lead. Linda, Carly.
- Carly received phone call from upset Chelmsford resident. Please be aware and cognizant of future complaints.
- Holiday Prelude – Dec 3, 4-6 PM (DEIC to be in CCA).
- Black History Month – Carly to be lead. Feature Black spokesperson, Jazz Brunch
- National Women’s History Month – Promote on social media.
- Transgender Visibility Day – CCA. DEIC not involved but will promote.
- Asian Pacific American Islander Heritage Month – Beth to lead. Learn who the first Asian folks were in Chelmsford, event in Chelmsford, National Association of Asian Professionals (Boston). Beth will be begin planning in January.
- Juneteenth – Cherice will partner with DEIC for this event.
- Pride Month – Push for more on this. Drag Brunch (Family/Friendly). May have more than (1) for Pride Month. Rainbow Chelmsford, Pride theme goods to sell. Identify business who are LGBTQ owned, Minority owned, etc. Carly to ask contact from Farmer’s market who is part of LGBTQ committee. Bike Rodeo (close down Academy) to decorate bikes and maybe a Drag Queen. Jen lead.
- Chelmsford Country Fair – Bill lead
- Watch it Wednesday – Collaborate with Library.

- **Earth Day – DEIC will plan on work with an environmental Justice Community.**
- **Who we are: Chronical of Racism – Oct.11 in Lowell.**
- **Meeting with Chief of Police – Ask him to discuss programs of ant-hate, PAL and other programs in Chelmsford to educate Residents, etc.**
- **Mental Health clinician at PD who goes out on calls. Also, how they helping helpless.**

### Next Meeting

- Discuss upcoming events.
- September 5-7:00 In person

### Adjournment

- Carly made a motion to adjourn the meeting. Pat seconded. The meeting adjourned at 8:17 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.