

Diversity, Equity, and Inclusion Committee
Town of Chelmsford, MA
August 30, 2022

Members in attendance :

Carly Reim, chair. Lorena Betts, co-chair

Lauren Cochran, Rachel Donovan, Tricia Dzuris, Cherrice Lattimore, Bill Campbell, Pat Wojtas

Absent: Milo Ransdell, Susan Mackinnon

Call to Order 7:05 pm.

This meeting is being held virtually via Microsoft Teams.

Approval of minutes of the August 9th, meeting

T. Dzuris made a motion to approve the 9-9-2022 minutes. Lauren Cochran and Lorena Betts seconded. Motion carried.

Land Acknowledgement Statement

Committee Business – Nothing outstanding

Board of Health Fall Festival –

- No expenses are needed.
- Set up a booth and promote the antiracism pledge
- Tricia, Susan, and Lauren attending.
- Grand opening of CCA.
- Donate games to be available for that day.

** Check with Susan to see about cornhole games and double-check about the Jenga game. Cherrice will purchase it if necessary.

Finance Update

Balance = \$4,053.05

Revenue - \$531 (Axis Communication), \$31 (Juneteenth & July 3rd)

Expenses - \$389.50

Pending approval – Juneteenth W-9 (outstanding)

Check for Greater Lowell – 0 (\$500 coming for Day of Peace)

New banner for UU Church – Our logos with International Day of Peace. No bill yet – Last year \$245.00

-Publicity Materials:

- Yard Signs- campaign not planned at this time. We need to consider the logistics of
- distributing them. Target having them ready for Black History Month – vista print and 393.75 – Lawn signs \$315 (not including shipping and tax).
- T-shirts or Polo shirts – Unable to cost out. Maybe not a priority right now.
- Swag to sell, such as static stickers for cars, and garden flags – Did not get a chance to cost out garden flags, and car decals to review as well.
- Focus on Yard / Garden signs for people who have signed the pledge.

- Price out the balance of swag in December (before Black History Month).
- Price out “Thank-you” cards that have sponsors and/or provide money for our events. Give them out individually.
- Tricia to reach out to the vendor for pricing.

Working Group Updates

Education – Restorative Practices

- Lauren and Charisse had a meeting. Decided to get back together for restorative justice and training which will be the education department’s responsibility. We do not know enough right now. T
- Table School committee. Many new teachers came on board but no teachers of color. New teachers from India.
- Reached out to the anti-defamation league but they are booked solid for 2 years = Peer training. The opening day speaker was great. Dr. Adolf Brown – Person of Color. 1.5 hours, funny, warm, diverse, and inclusive. Coming back in November. Date? Will find out. Potentially Nov 8th. Steve Murray’s speech is all about diversity. Faculty had training. Steve to come to one of our meetings. Day of heart – Athletic dept with CHS – Training (Peer Training) – Stayed tune – They will reconvene and provide us with more information. So many components around the education piece.
- Get Steve Murray sooner commitment to attend the committee meeting sooner than later.
- Lorena – Restorative Justice – Marlina (psychologist) said some of the CHS teachers have been trained. She has resources she will send us. Roxbury/CT. Roca has training on how to run a peacemaking circle.
- Read about it to start. Lorena will send the resources/report. Discuss if we want to pursue it. Racial reconciliation.
- Charisse’s recommendation - We need to learn about Restorative Justice on our own. Make a peacemaking circle with DEIC Committee.

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

- The same day as Byam’s farm day.
- Patrice went to buy decorations – 8 Bridges
- An art teacher is making peace plates.
- A couple of performances and dance groups – Hoping for me. Acapella group (smaller ones).
- Fire Department no problems with bridges.

- PR – We need to work on getting out the word together.
- Farmers’ market is aware.
- Church aware of it.
- Publicize prior to the event – Put out bridges prior to the event.
- Tricia worried about getting the word out.
- Sell raffle tickets in advance.
- Lorena – Will help with social media, pictures of bridges, and posts on Instagram/FB, and Linda for TikTok.
- UNICEF page – The donation/check is to protect the children of the campaign. Bring raffle to church, etc.
- \$5 for each ticket / 5 for \$20.
- 2 Bridges to be silent auctioned.
- Buying tickets is not about the raffle and bridge, but to support Ukraine.
- Idea – Big easel with pictures of the bridge – People buy bridges to donate.
- Create a hashtag for this event.
- Share press release

Resident Engagement

- Professor Amy Delao – Farmingdale University, Long Island. Students chose an engagement to help committees like Chelmsford’s DEIC and teach them about social media marketing. They chose another organization. We came in a close 2nd.
- Another opportunity for the Fall semester, they choose another organization.
- Students become social media gurus, audit accounts, create and maintain contact calendars, find new best practices, and select in a month.
- Some activity on Facebook, Chelmsford News & Chelmsford 2.0.
- Instagram – Need to post every day, general calendar.
- TikTok – Linda to do and has created a “Live” event for International Day of Peace.

Meeting Schedule

- The next Meeting will be at Town Hall onsite meeting on September 13th.

Adjournment

- Carly made a motion to adjourn the meeting. Linda seconded. Meeting adjourned at 8:16 pm.

Minutes submitted by Linda Morel
Diversity, Racial Equity, and Inclusion Committee

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.