

Diversity, Equity, and Inclusion Committee  
Town of Chelmsford, MA  
September 27, 2023

Members in attendance: Carly Reim, chair, Linda Morel, Beth Picos, Chris Thornton, Bill Campbell, Susan Mackinnon,  
Members absent: Jen Melanson, Milo Ransdell

**Call to Order** at 7:00

This meeting is being held onsite at Chelmsford Town Hall.

**Approval of minutes of the September 5, 2023**

Carly made a motion to approve the September 5, minutes. Bill approved and Susan seconded, and the Motion carried.

**Land Acknowledgement Statements**

**Committee business:**

- **Public Feedback**
- **Meet Police Chief Spence – Gave bio, focuses on police reform, CPD offers, CPD has own clinician for mental health calls. Looking to start Citizen Academy and SafetyNet Program (bracelets for people with dementia, autistic children). Successful program, elderly victimization, scam education, have guardian mindset (1 or 2 people) or Traditional Warrior mindset (20 officers) at scene. Training for officers and mental health checks. CPD now tracking their success by different variables other than arrests, use other methods, Peace Officer Standards and Training (POST), 56 full time – 20 part time officers. Training for use of force. Required for every police officer. Police Reform is one of Chief Spence’s top priorities. 48 hours once complain of force is made. Looking into body cameras and dash cameras. Taking the hiring from Civil Service and make it more public.**
- **Wellness and Outreach Division – Many programs under this including Elderly Living Safe Program/Homeless in the community/migrate/immigrant homeless, CPD does not ask those kinds of questions.**
- **CPD open to working with DEIC events.**
- **DEIC – Chief Spence – If DEIC could come to the CPD with complaints and/or calls.**

- Hate Crimes – 2020 high hate crime reports – Chief Spence to work with DA Marian Ryan – Co-sponsor with CPD for anti-hate day.
  
- Diedre Heck – Transgender day of Remembrance – November 18<sup>th</sup> 6-9 at CCA – Days of remembrance for those who lost their lives due to violence. Speaking – Tami Gouveia. Warren heads this up. Transfer Day of Visibility – April 7<sup>th</sup> – Public Health Panel – Donna Greenwood (Health Department) to work with. Coach Justice – See <https://www.instagram.com/justiceroe/?hl=en> – Deirdre would like to have us involved.

○

Discuss upcoming events.

October 10 -7:00 In person

#### **Adjournment**

- Carly made a motion to adjourn the meeting. Susan seconded. The meeting adjourned at 8:30pm.

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 always to foster inclusion.

### 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.