



MINUTES

What: Town of Hadley - Committee for Diversity, Equity & Inclusion

When: August 10, 2020 / 5:00 pm

Where: Zoom (open meeting)

Who: E. Wayne Abercrombie, Mark Dunn, Andrea Stanley, Christian Stanley, Koki Mulugeta, Joanne Goding, Taro Yamashita, Margaret Mastrangelo, Amy Lanham, Kayla Werlin, Devorah Jacobson, Pat Rissmeyer, Sarah Strong, Flori Etinde, (Hadley Media)

1. Wayne called the meeting to order at 5:05. We are being recorded.
2. WA asked for comments or corrections on the previous meeting's minutes. None were offered except MD's note that the first couple items were placeholders for anything he missed by joining late. A motion was made, and a second and carried to accept the minutes as submitted (placeholders to be removed for items 1 & 2).
3. It was noted that Wayne is serving as the Acting Chair and Mark is serving as the Acting Clerk, but each would welcome volunteers to diversify the administrative face of this committee.
4. There was a brief discussion on the order of voting. Decision was that visual count of raised hands will suffice in general but perhaps roll call vote may be warranted for issues of gravity.
5. Andrea noted that the Select Board was enthusiastic about our formation. Christian noted that there was some interest for a smaller cmte but mostly it was all positive. Amy noted that with the diverse set of goals (in various arenas we hope to improve) it serves our needs to have more members. The SB did not yet approve our Mission Statement. The goals (e.g., as pertaining to our reach toward impacting Town contracting) raised concern with at least 1 SB member.
6. Future meetings will be on first Monday of each month (unless that is a state, federal or religious holiday) from 5:15-6:15. Next meetings are Sept 14, Oct 5 & Nov 2. WA raised the possibility that we may require more than an hour for monthly meetings. Additional sub-committee meetings were also suggested as a probability to do the work we hope to do.
7. WA discussed shared values and understandings in how we meet - speak for 3 minutes max, wait til others have spoken before speaking again, and a Gentle Timer role will rotate.
8. WA asked how we see DEI issues in Hadley. Amy shared student populations' impression that Hadley has lost opportunities to have more diversity and that Hadley is considered to have room for improvement. Andrea suggested inviting members of (?? Humana??) who have expressed interest in our mission. DJ noted good statement put out by school board. CS mentioned new HR manager's input (e.g., Columbus Day becoming Indigenous People's Day). Amy noted that

there is school data gathered by the state. AL will share that website link with WA so he can share it with the Cmte. JG will share website link with our town stats with WA to share that with the Cmte as well.

9. How can we include more BIPOC input. Members offered to make outreach efforts to a local Muslim leader and a local diversity activist. (* Black Indigenous People Of Color)
 10. WA suggested asking local leaders to speak with us. How to get that welcoming word out? Media? TY suggested we look into using the existing media of Parks and Rec. MD suggested maybe reserving a slot for speakers each month. MM said we should also think about allowing time for Q&A following such a speaker. WA invited suggestions for those to invite.
 11. Flori joined the meeting and all welcomed him. He came to US from DRC in 1996(?) and has been in Hadley since 2006.
 12. WA requested future agenda items. He does not relish having to unilaterally set their order, but OML ties our hands between meetings.
 13. There was a motion to adjourn, a second and the motion carried, adjourning the meeting at 6:05 pm.
- * The minutes were recorded as understood by the Acting Clerk, Mark Dunn. This Committee was appointed by the Hadley Select Board on August 5, 2020.