

# MINUTES OF THE 10/5/21 MEETING

Items highlighted indicate CDEI member action needed

Pursuant to notice duly filed with the Town Clerk, a meeting of the Committee on Diversity, Equity, and Inclusion was scheduled at 5:15 pm by Zoom

What: Town of Hadley – Committee for Diversity, Equity & Inclusion (DEI)

When: October 5, 2021 / 5:15 pm

Where: Zoom

Who: Co-Chair Kayla Werlin (KW), E. Wayne Abercrombie (WA), Clerk Pat Rissmeyer (PR), Mark Dunn, Mark Dunn, (MD), Sarah Strong (SS)

Absent: Co-Chair Margaret Mastrangelo (MM), Jane Nevinsmith (JN), Joanne Goding (JG), Ada Bouthet (AB)\*, Amy Lanham (AL)\*, Non-voting member

## Welcome and call to order

Kayla called the meeting to order at 5:15 pm.

## Clerk's report

The group reviewed the minutes of the September 13, 2021 meeting. Sarah noted that the date of the indigenous people's day event (November 9, 2021) is missing. Motion to approve the minutes, moved by WA, seconded by SS. Minutes were approved 5-0

## Hopkins report

No report

## Old business

### Columbus Day/Indigenous Peoples Day

Kayla confirmed that there will be an Indigenous People's Day Event on November 9 at 7:00 pm in the Library. The event is titled "Unknown Peoples": A night featuring Hopkins Academy student projects on Indigenous Peoples of the Western Hemisphere and a student presentation on the background and history of Columbus Day. The group discussed the concept of 'unknown people's' as the title and suggested that we might want to consult with Jason about alternative language.

Kayla reminded the group that we offered to provide refreshments. She will send an email to the CDEI to request contributions.

### Survey committee report

The group discussed progress on next steps – the summary of the three sets of notes is complete. SS suggested that we provide MM with two sets of notes those from MHR and Joanne's notes.

Dr. Anne McKenzie, Superintendent of Schools, (Wayne) Chief Mike Mason, Chief of Police (Pat) and Ed O'Connor, Director of Human Resources (Margaret). The group notes that Ed has recently resigned his position. After receiving these three written summaries, Margaret will connect with Dr. David Cort, Associate Dean for Diversity, Equity & Inclusion and Associate Professor of Sociology at UMass

Amherst. Margaret will provide Dr. Cort with the Survey/Study Committee outline and the summaries of the interviews with Hadley leaders. **Pat offered to support MM in working with Dr. Cort**

### **New Business/Open Agenda**

Kayla asked the group about our joint meeting with the Housing and Economic Development Committee. The group engaged in a rich discussion acknowledging:

- the complexity of the housing and economic development issue (WA)
- the knowledge and dedication of the Planning Committee
- the differentiation between Affordable housing – ‘capital A’ (as defined by the state) and ‘lower case a’ affordable housing needed by community employees and young families wanting to live in Hadley (KW)
- the infrastructure needs in Hadley (KW)
- the guidelines that support and restrict housing development (KW)
- the protection of farmlands and wetlands and the realities of the septic and sewer systems (SS)
- the human interest and desire for support in allowing single homes to be converted into two homes (SS)
- the unintended consequences of expanding housing and thus benefitting landlords/profiters who rent to students (MD)
- the desire to place affordable housing on the busline (MD)

**Kala suggested we include questions on housing in our CDEI community survey**

Wayne asked next steps and the group proposed the following topics for discussion:

- Pyramid proposal particularly the types of housing that are compatible with business (SS)
- Multiuse housing (KW)
- Adaptive reuse (MD)
- Opportunities for being part of conversations for affordable housing (WA)
- Attractive housing sometimes people make assumptions about this (MD)

**Kayla suggested that anyone with interest reach out to the Hadley Committee on Housing and Economic Development**

The group discussed ideas for making our presence known at the Special Town Meeting Saturday, October 16 at 11 am at the Hadley Public Safety Complex

**The group suggested that we distribute a flyer highlighting the date of the Library Event, and Hadley Learns agenda – Kayla will develop a draft**

**Wayne offered to hand out flyers at the special town meeting**

### **Next meeting date**

**Kayla announced that the next meeting of the CDEI is Monday, November 1, 2021 at 5:15 pm via Zoom.**

### **Adjournment**

Kayla asked for a motion to adjourn the meeting – moved by WA, seconded by SS. Adjournment approved 5-0. The meeting was adjourned at 6:00 pm.

Minutes submitted by Pat Rissmeyer, Clerk, Committee on Diversity, Equity, and Inclusion