

MINUTES OF THE 5/2/22 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: May 2, 2022/ 5:15 pm

Where: Zoom

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

Absent:, Ada Bouthet (AB)*, Amy Lanham (AL)*, Joanne Goding (JG), Jane Nevinsmith (JN)*

*Non-voting member

1. Welcome and call to order

Co-Chair KW called the meeting to order at 5:15 pm

2. Clerk's report

The group reviewed the minutes of the meeting of April 4, 2022. SS moved to approve the minutes, and the motion was seconded by MD. Minutes were approved 6-0.

3. Hopkins report

No report

4. Old business

a. Juneteenth

The group engaged in a thoughtful conversation about the proposed CDEI Juneteenth program, emphasizing that the program should be welcoming, educational and engaging. The group agreed to provide name tags, to invite participants to introduce themselves, to offer refreshments and to encourage mingling. A variety of speakers and movies were discussed, and the group decided to show an episode of the informative and celebratory docuseries, *High on the Hog: How African American Cuisine has Transformed America* preferably on June 16, 2022, at 7 pm at the Hadley Library. PR agreed to contact Patrick Borezo, the Director at the Hadley Library about hosting the program. MD suggested the group consider developing and handing out a bibliography related to Juneteenth.

b. Handout for Town Meeting

MM invited the group to review a handout summarizing the work of the CDEI. Although we missed the deadline for submitting this as an annual report, this handout will be available at the May Hadley Town Meeting. MM agreed to fund the printing and all members agreed to contribute. The group affirmed MM's great work and approved the copy.

5. New Business:

a. PRIDE month

MM reported that the Northampton PRIDE parade has been cancelled due to a staffing shortage.

b. Strategies for connecting with diverse communities in Hadley

The group discussed the challenges of increasing the racial diversity of the CDEI. Some of the factors identified include:

- The small population of Hadley residents of color
- The struggle of engaging younger people busy raising families and working
- The absence of a Town Center where people may cross paths, strike up conversations and form relationships that could lead to greater involvement in the CDEI

The group brainstormed ideas for increasing connections:

- Establish CDEI presence at the Hadley Asparagus Festival – set up a table with material
- Identify and engage with restaurants and stores that attract diverse customers
- Strive to be inclusive – use inclusive language
- Actively recruit others to join us
- Host an open, in-person meeting in the summer

6. Open Agenda

KW asked if there were any additional agenda items and MM shared that she is currently feeling stretched thin and will be stepping down from the CDEI effective in June. Further, she shared that she has taken a job as a Nurse Practitioner and will be reentering the workforce. KW shared that her job responsibilities have expanded and like MM she too will be resigning from the CDEI. On behalf of the CDEI, MD expressed appreciation to MM and KW for their dedication to the CDEI. As Co-chairs they effectively advanced the work of the CDEI and we are sincerely grateful for their excellent leadership.

MM asked if there were any additional agenda items. KW asked if our next meeting would be an open one and the group affirmed interest in this.

7. Next meeting date

MM announced that the next meeting will be held on Monday, June 6, 2022 and suggested that this meeting be in person

8. Adjournment

KW thanked everyone for their participation and WA made a motion for adjournment and MM seconded the motion. The meeting was adjourned by a vote of 6-0

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