



DRAFT

MINUTES OF THE MEETING

Pursuant to notice duly filed with the Town Clerk, a meeting of the Committee for Diversity, Equity and Inclusion was held at 5:15 pm via Zoom.

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

When: May 3, 2021 / 5:15 pm

Where: Zoom

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

Absent: Jane Nevinsmith (JN)

Amy Lanham (AL)*

Ada Bouthet (AB)*

*Non-voting member

Items Discussed:

1. Kayla acknowledged that we had a quorum (6 of 8 voting members) and called the meeting to order at 5:15. Mark joined 6 minutes into the meeting.
2. Clerk's Report - past minutes:
 - A. The minutes of the April meeting were approved with a motion, second and a vote of 6-0-0.
 - B. JG noted that she did not believe she had seen the minutes but suggested it may be due to her being inundated with emails in general.
3. Hopkins Report - Amy and Ada could not join us this month, so there was no Hopkins/Hadley Public Schools report.
4. Committees and Action Items
 - A. Website
 - 1) Kayla and the Website Cmte members –(Patricia, Sarah and Wayne) received training on website usage/editing. Kayla shared her screen of the CDEI web page as it currently exists in draft, awaiting our cmte blessing before it is published live on the town website. KW walked us thru the page template layout, our links.
 - 2) How to find it: open the Hadley.ma.org website; click on "Government" link at the upper left; scroll to "Boards & Committees" and then click on the "Committee for Diversity, Equity & Inclusion" link.
 - 3) Should we ask Hadley Grassroots to post their link? They may be a closed Facebook page. Adding a link to the Hadley Library site was suggested. KW has set up the following links at the left
 - CDEI Meetings on Hadley Media (past Zoom recordings)
 - CDEI Mission Statement
 - Hadley Learns

- Native Land

- 4) Wayne drafted up the central text of the web page and that was reviewed and edited by the web sub-committee. This addresses our lack of diversity on the CDEI.
- 5) In our text we invite the public to attend our meetings. Mention was made regarding Does and Don'ts to anticipate when that happens. The current lack of actual diversity on our cmte was mentioned as well as hopes that we can attract a more diverse membership. Kayla noted that our meetings are open to the public and people who watch these recordings should know that they are always welcome to join our meetings with no obligation to join as a member.
- 6) The calendar has hot links on dates to list our future meetings and these include the Zoom link once it is published.
- 7) Additional pages can be added so viewers can drill or burrow down into our pages.
- 8) There is also a "cabinet" section for storing documents.
- 9) The "News & Announcements" box only has limited real estate so as we add more info previous posts roll out of view. There does not appear to be an option to expand that list, however the calendar is another option to locate event information.

B. HR Visit

- 1) Hadley's HR Director Ed O'Connor's Zoom visit has been rescheduled to May 24 at 5:15 pm.

C. Police Visit

- 1) We truly enjoyed learning how proactive and compassionate the Chief is and the culture he is cultivating in the Hadley PD.
- 2) Wayne noted that Chief Mason is a rising star and that it would be sad to lose him but the future may have more than just Hadley in line for him.
- 3) Wayne forgot to ask the chief how many of our Hadley PD personnel live in Hadley.
- 4) Housing stock and cost in Hadley was mentioned and that this will be a subject for another meeting. Kayla suggested inviting the Housing Authority Director to a future meeting. JG spoke about the various interpretations of "affordable" housing, the disparity between who lives in Hadley and who works in Hadley. Hadley's "affordable" housing stock is at 13%, above the minimum state required 10% while most of our neighboring communities are below or well below the 10% goal. Mark mentioned the new Cmte for Housing and Economic Development (Molly Keagan and Dylan

D. School Principals

- 1) We have not reached out to them yet but we would like to hear from the Elementary School Principal and the High School Principal on the different challenges with the younger and older students.

E. Eric Carle Museum visit

- 1) Mark, Pat and Sarah are registered for an in person tour of the Civil Rights exhibit ("Picture the Dream: The Story of the Civil Rights Movement through Children's Books") with the ECM Chief Curator, Ellen Keiter this Friday (5/7) from 11-noon at the Eric Carle Picture Book Museum.

5. Old Business - Margaret looked at Acton's DEI web presence and noted their cmte seemed to have a one year mission. They had a survey which could be very helpful for our purposes but we don't have a budget to send out such a mailing. Wayne asked if we should estimate the cost and approach the Select Board to fund the effort. We asked how many households we have in town and who in the Hadley government has that data.

6. New Business

- A. Kayla gave a quick summary of the Native Land website which shows what first nations preceded us here in the CT River Valley (e.g., Pocumtuc and Nipmuc nations)

- B. Zoom protocols – links to our meetings will now always be on the Town website. Reactions allow us to raise our hands indicating that we want to speak.
- C. Open Meeting Law refresher – we can't email the whole group with items for discussion. We can share widely agenda items to be discussed at future open meetings. And sub-committees can hold non-public discussions.
- D. Kayla noted the benefit of starting a new thread or changing the Subject line to reflect a subject change. This makes it much easier to search for a subject matter.

7. Open Agenda

- A. Kayla announced that Jane Nevinsmith is now officially our SB liaison.
- B. Sarah wanted us all to be aware that this Thursday is the second of 2 Housing sessions put on by Hadley Learns.
- C. Pat asked to confirm that she should reach out to Hadley Housing Authority to schedule a future visit. Mark noted that the Hadley Director position was not recently renewed so the Amherst Director has been administrating over our HHC.
- D. Juneteenth is something that our DEI would like to support. Pat noted that it was recognized last year as a state holiday so this will be our first year officially observing that milestone in the civil rights journey.
- E. Pat asked about defining the terms we use (i.e., Diversity; Equity; Inclusion.)

8. Next Meetings

- A. We have Ed O'Connor coming to visit with us on Monday 5/24 at 5:15 regarding the Town of Hadley's personnel protocols relative to DEI.
- B. Our next business meeting will be Monday June 7, 2021 at 5:15 pm until 6:30. The agenda and Zoom link will be emailed the week before as well as posted on the web page.

- The minutes were recorded by the Clerk, Mark Dunn

A. AGENDA

Hadley DEI Meeting April 5, 2021, 5:15-6:30 p.m.

AGENDA

1. Welcome and call to order
2. Clerk's report
 - a. January 2021 minutes
 - b. March 2021 minutes
3. Hopkins Academy report
4. Standing committee action items
 - a. Police – Pat
 - b. HR - Margaret
 - c. Schools - Kayla
5. Old business
 - a. Sarah re: DEI web presence
 - b. Volunteer website manager?
 - c. What are our hopes for our website?
6. New business
 - a. What are other communities doing?
 - b. Mark – Eric Carle Museum exhibit
7. Adjourn