

MINUTES OF THE 6/7/21 MEETING

Pursuant to notice duly filed with the Town Clerk, a meeting of the Committee on Diversity, Equity, and Inclusion was held at 5:15 pm in the Hadley Senior Center

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

When: June 7, 2021 / 5:15 pm

Where: Hadley Senior Center

Who: Co-Chair Margaret Mastrangelo (MM), Co-Chair Kayla Werlin (KW), E. Wayne Abercrombie (WA), Pat Rissmeyer (PR), Sarah Strong (SS), Jane Nevinsmith (JN)

Absent: Joanne Goding (JG), Amy Lanham (AL)* Ada Bouthet (AB)*, Mark Dunn, (MD), Clerk

*Non-voting member

Note: The group discussed Jane Nevinsmith's status on the DEI and clarified, based on previous DEI committee minutes, that the Select Board representative is a voting member

Clerk's Meeting Minutes

The minutes of May 3rd meeting were reviewed and approved with a motion, second and 5-0-1 vote.

The minutes promoted discussion about the DEI website and utilizing it as a conduit to post relevant information. After some discussion about including a link on the DEI website to the Hadley Grassroots Facebook Group, **Kayla offered to reach out and inform Hadley Grassroots of our interest.** Margaret shared that the Hadley Facebook group is closed but only requires permission from the group moderator to join.

Hopkins Report

Kayla reported that she had no report at this time.

The group discussed strengthening the connection with Hopkins Academy and in particular, the Hopkins diversity club. **The group decided to send an email to the principal** and express our interest in their involvement on the DEI striving for membership in the fall when the academic year has begun. The group suggested that finding ways to offer a virtual meeting option may increase the likelihood of attendance from Hopkins.

Old Business

Response from Hadley Housing. Pat reported on her conversation with Mary Billion, Director of Public Housing. She shared that Mary was very gracious, and affirming of our interest in discussing the intersection of housing and diversity, equity.

and inclusion. However, given her narrow scope of responsibility she declined our invitation to speak with the DEI. Mary suggested that we take up our housing issues with the Town of Hadley Select Board, Planning Committee and/or Assessor.

New Business

Inclusionary Zoning

Assessor Dan Zdonek provided the following data regarding housing in Hadley:

- 103 family units
- 1670 single family homes
- 35 residential condos
- 96 2-family units

Kayla read a statement on Inclusionary Housing from Meris Bergquist:

<https://ecode360.com/13641327>

The group had a discussion on setting a date for incorporating the inclusionary discussion statement into a meeting discussion on housing. The Committee decided to invite Bill Dwyer on the Planning Committee to speak with us about zoning bylaws. In addition, the Committee is interested in Bill's thoughts on how we as a community can work together to provide an opportunity for first time homebuyers, some of whom have strong personal and family ties to Hadley to be able to afford to live here. Pat agreed to reach out to Bill.

Acton survey

The group discussed the work of the Acton Committee on Diversity, Inclusion and Equity and a survey that the group developed and administered this past Spring. The group discussed ways to create a similar survey for our community. Kayla will reach out to the Acton Committee to secure information about the process they used to develop and implement their survey. The group discussed how to implement strategies for optimal participation rates (>50% participation) especially among diverse populations, and the possibility of partnering with a research class at UMass Amherst for survey development and implementation. Wayne and Margaret will work together to brainstorm next steps.

Definition of Terms

The group reviewed the Town of Acton definition terms of diversity, equity, and inclusion.

Diversity: changed ideologies to identities; added age and religion to identity

Equity: Margaret and Wayne will work on an agreed upon definition

Inclusion: (Action-Oriented): Margaret and Wayne will work on an agreed upon definition

Wayne clarified that once we agreed upon the definition of terms, they would appear on the bottom of the Hadley DEI Committee website.

Jane suggested developing a handout with the DEI mission/focus/definitions to distribute to residents at the annual town meeting.

Sarah offered to do some research on Juneteenth to develop some ideas for how the DEI could celebrate the holiday next year.

Open Agenda

Kayla reported that Jennifer, our licensing coordinator, needs to confirm with DEI members their interest in continuing on the committee. All members present affirmed their interest.

Next Meeting Date

Next meeting will be July 12, 2021

Motion to adjourn

A motion was made, seconded and 6-0 vote adjourned the meeting at 6:32 pm