

# MINUTES OF THE 7/12/21 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: July 12, 2021 / 5:15 pm

Where: Hadley Senior Center

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

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

\*Non-voting member

## Welcome and call to order

Kayla called the meeting to order at 5:15 pm

## Clerk's Report

- The minutes of June 7th meeting were reviewed and approved with a motion, second and 5-0-0 vote.

The Committee appreciated the fact that the 'to do' items were highlighted in the minutes of 6.7. 21. Pat agreed to continue this practice.

## Hopkins Report

Kayla reported that she had no formal Hopkins report at this time other than to share that CDEI member Amy Lanham reached out to confirm that Hopkins will send a representative to the CDEI in the fall.

## Old Business

### Definition of Terms

Margaret led the group in a discussion of the proposed definitions of Diversity, Equity, and Inclusion (intended to be posted on the CDEI website). After an engaged conversation, the members agreed to some minor clarifying edits on the draft document which Margaret provided prior to the meeting:

- The group added to the equity definition the phrase "*practices, policies and procedures*" after fairness and justice.
- The group edited inclusion to read "*each one feels a sense of belonging*,"

*acceptance and support.”*

- The group reviewed a graphic that distinguishes between equality, equity, and justice. After some discussion, the group agreed that although the CDEI name does not include the term “Justice”, we are certainly striving to achieve that standard.
- The group voted 5-0-0 to approve these additions and edits. Margaret sent the updated definitions to Pat for attachment to the minutes.

## **New Business**

### **Clerk Transition**

Kayla thanked Mark Dunn for his work to date as CDEI Clerk, and Pat for assuming this role going forward and ensuring a smooth transition. Mark will continue to serve on the CDEI as a member.

### **Meeting with Chair of Canton’s CDEI**

Kayla and Margaret spoke with Cynthia Holcombe, Chair of the Canton’s CDEI. The Canton Committee was formed in response to the death of George Floyd. Initially 30 people came together and at the current time, there are 15 active members. The Canton CDEI is active on Facebook, and in their local newspaper where they highlight historically underrepresented individuals, celebrations, and focus on issues of discrimination in the community. Kayla and Margaret reported the following additional information on the Canton CDEI:

- The Canton CDEI provides support and solidarity for community members experiencing discrimination. It established a subcommittee authorized to respond to incidents of discrimination in Canton. The Hadley CDEI members in attendance at the meeting expressed interest in learning more about this subcommittee.
- The Canton CDEI has a budget of \$3,500 which they use for speakers, a “Difficult Conversations” series, and a Juneteenth celebration to which all members of the Canton community are invited.
- Ms. Holcombe suggested that we connect with the MA Human Rights Commission (HRC). There is a HRC meeting on 9/10/21.
- Ms. Holcombe suggested that our CDEI focus on 2-3 goals. She suggested that we may want to begin with the Columbus Day Holiday with sensitivity to Italian Americans who may take pride in the holiday. At Kayla’s suggestion, the group discussed hosting an event on the history/evolution of the Columbus Day holiday involving educators from Hopkins, UMass Amherst etc. Wayne made a motion for the CDEI to host a panel on Columbus Day 2021 as described and discussed. The group voted 5-0-0. Kayla agreed to take the lead on the planning of this even

## **Open Agenda**

### **Update on invitation to Bill Dwyer, Clerk, Hadley Planning Board**

Pat reported that she communicated with Bill Dwyer about attending a CDEI meeting. Bill is available on any Monday in August to meet with the CDEI to discuss zoning laws in Hadley. Kayla and Margaret recommended that we keep our August 2<sup>nd</sup> meeting for our regular monthly agenda and offer Bill August 9<sup>th</sup> or August 16<sup>th</sup>. Pat will follow-up with Bill with these two dates.

### **CDEI Survey**

Following our conversations about the Town of Acton Committee on Diversity, Inclusion and Equity community survey on diversity, Margaret reached out to academic departments at the area 5-Colleges and two faculty responded: Dr. Ron Lembo, Professor of Sociology at Amherst College, and Dr. David Cort, Associate Dean for Diversity, Equity & Inclusion and Associate Professor of Sociology in the College of Social & Behavioral Sciences at UMass Amherst.

Dr. Cort is interested in our work and as a next step invited the CDEI to develop a short statement on what we would like to achieve. He suggested that the statement be specific. He stated that data collection and data analysis processes are different, and a project focused on both would require considerable effort. Dr. Cort talked about a stipend for the researchers in the amount of \$5,000. He shared that Dr. Joya Misra, Professor of Sociology and Public Policy at UMass links students to potential research topics. The group had a brief discussion on securing outside funds for our work including researching grant funding opportunities. Wayne and Sarah suggested that we seek advice from our MA State Senator Jo Comerford.

As a next step, Pat and Wayne offered to draft a statement on the proposed survey for consideration by the CDEI.

### **Next Meeting Date**

Next meeting will be August 2, 2021

### **Motion to adjourn**

A motion was made, seconded and 5-0-0 vote adjourned the meeting at 6:30 pm

Minutes prepared by Pat Rissmeyer