

# MINUTES OF THE 11/1/21 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: November 1, 2021 / 5:15 pm

Where: Zoom

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

Absent: Ada Bouthet (AB)\*, Amy Lanham (AL)\*, Non-voting member

## Welcome and call to order

Kayla reported that John from Hadley Media will be recording the meeting live. Kayla called the meeting to order at 5:15 pm

## Clerk's report

The group reviewed the minutes of the meeting of October 5, 2021. MD stated that he didn't recall making the comment about the Planning Board that was attributed to him in the minutes. JG affirmed the characterization of the Planning Board as knowledgeable and dedicated. A motion was made to approve the minutes - moved by MD seconded by WE. Minutes were approved 8-0

## Hopkins report

No report

## Old business

### *First Nations, Hadley Public Library, November 9*

KW confirmed that *First Nations*, 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 Days will be held on November 9 at 6:00 pm in the Hadley Public Library. KW will work with social studies teacher Mr. Jason Burns on the logistics for the evening. KW reminded the group of our commitment to provide refreshments and individual committee members volunteered to bring a variety of baked goods, fruit and apple cider. KW invited people to join her at 5:15 to help set up. KW invited those watching from home to come to the event. JN suggested that Kayla invite Superintendent Annie McKenzie to put the event in her newsletter.

## Survey committee report

MM shared that she has drafted an agenda for a meeting to discuss the proposed CDEI survey with Dr. David Cort, Associate Dean for Diversity, Equity & Inclusion and Associate Professor of Sociology at UMass Amherst. In response to a question about survey logistics, MM shared that having financial resources (about \$5,000) to compensate a graduate student would be helpful. SS reminded the group that Bill Dwyer, Clerk of the Planning Board suggested that we incorporate questions from the Town survey into the CDEI survey and JN informed the group that Hadley is currently surveying seniors. MM and PR agreed that these surveys have the potential to inform the CDEI study. JN shared that the Pioneer Valley

Planning Commission was very helpful in the development of the senior survey. JN offered to share the name of the professional who assisted. Regarding next steps, MM reported she and PR would find a mutually available time to meet and provide an update at the next meeting.

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

The group engaged in a lengthy conversation, prompted by MM, about the CDEI responsibility to address comments and behavior in Hadley that stands in contrast to our mission to create a welcoming community that serves a diverse population.

- MM expressed a commitment to challenging discriminatory language and behavior.
- WA expressed concern about the potential magnitude of the issues and our limited resources to address them.
- MD reminded the group that we serve at the pleasure of the Select Board, and we have limited authority.
- JD suggested that we approach the Select Board with detailed descriptions of inappropriate behavior.
- JG referenced ‘call out’ versus ‘call in’ culture.
- PR referred to the CDEI conversations with town officials and suggested that the Police Department, Superintendent’s Office, and Human Resources Department may have systems in place to address concerns.
- KW suggested that we tap into community resources and MM suggested that we find out what systems exist in the community to address issues.
- WA and MD agreed to draft a questionnaire asking town officials to describe systems in Hadley for reporting and resolving allegations of discriminatory behavior.

### **Next meeting date**

Kayla announced that the next meeting of the CDEI is Monday, December 6, 2021 at 5:15 pm via Zoom.

### **Adjournment**

Kayla asked for a motion to adjourn the meeting – moved by WA, seconded by JG. The meeting adjournment was approved 8-0. The meeting was adjourned at 6:17 pm.

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