



DRAFT 2

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: January 4, 2021 / 5:15 pm

Where: Zoom

Who: E Wayne Abercrombie (WA), Chair Mark Dunn (MD), Clerk Joanne Goding (JG)
Devorah Jacobson (DJ) Margaret Mastrangelo (MM) Pat Rissmeyer (PR)
Sarah Strong (SS) Kayla Werlin (KW) Amy Lanham (AL)*

Absent: Ada Bouthet* Koki Mulugeta* Andrea Stanley
Christian Stanley

*Non-voting member

1. Wayne acknowledged that we had a quorum (7 of 10) and called the meeting to order at 5:18.
2. The minutes of the December meeting were approved by a vote of 7-0-0.
3. Wayne noted that he and Mark would check with the Select Board to see what part of our mission statement is delaying the SB's formal appointment of our committee members.
POST MTG NOTE: Christian told WA that the SB was waiting for our final mission statement (SB thought our previous submission was just a draft).
4. Devorah reported on her contact with the Amherst Human Rights Commission representative.
5. Kayla reported that she has had no responses yet from 2 emails she has sent to the Hadley Historical Society.
6. Amy reported that the Hopkins students worked on a project on equity and race. Students created and took a survey on diversity at Hopkins Academy.
 - A. Hopkins Action Plan
 - 1) There's a committee made up of 2 students, 2 parents, 2 faculty and then administration.
 - 2) The plan includes examining diversity at HA; increasing the community's understanding of diversity; displaying visuals of the values articulated in the goals; increasing staff diversity; addressing race in school holidays (e.g., Indigenous People's Day).
 - 3) They want to not see students choosing to segregate at lunch; students of color leaving HA.
 - 4) They hope to edit the Hopkins song; Spring and Fall projects including mural visuals; partner with the town library; work with staff toward positive behavior and restorative justice.
 - 5) Hope and expect the school will adopt these actions and engage the town.
 - B. Data takeaways for students' report
 - 1) 93.8% said Yes they had attended pre-school

- 2) Resource-wise they felt our community is in a good place.
 - 3) 42.4% said Yes our school is diverse, whereas 45.5% said No. Radically different perceptions was interesting.
 - 4) Students felt that kids have resources, but that the school is not terrifically funded (e.g., arts lacking).
- C. The Diversity Club has more sign-up than can frequently attend. There are roughly 30 signed up but roughly 15 usual attenders. The 5 officers are mostly female this year (not always though). The club's diversity exceeds that of the overall school population. Pat noted that she is encouraged and hopes that we (the CDEI) can support the student efforts. Partnering with the town library was mentioned.
 - D. Wayne moved that Amy let the Diversity Club know that the CDEI wants to support them and hopes that the DC will suggest ways in which we can help with their outreach.
 - E. Amy also mentioned that HA has a Gender and Sexuality Alliance club doing good work.
7. Margaret reported on her investigations into data reporting and shared her questions and concerns.
 - A. MM shared screen showing the graphic diagram she created to illustrate the structural overlap of reporting diversity data.
 - B. The Police Department is pursuing MPAC accreditation and other certifications.
 - C. The Council On Aging is doing great work on diversity and equity.
 - D. Hadley's by-laws (General Provision 75-1) promotes agriculture, so why not push to have the by-laws promote diversity as well?
 8. Wayne asked if we can choose 2 or more actions we want to pursue?
 9. The group reviewed our desire for action items, and Mark stated the desire to ask for a page on the Town's website so we can state our mission and let people know how to reach us to join, ask questions or share information.
 10. POST MEETING NOTE: Next meeting will be Monday February 1, 2021 from 5:15 until 6:30. Please get your agenda items to Mark by noon on Sunday January 24. The meeting adjourned at 6:30 pm with a motion, second and vote.

- The minutes were recorded by the Clerk, Mark Dunn

ATTACHMENTS:

- A. Agenda
- B. DJ notes on outreach to Amherst Human Rights Commission.
- C. MM notes on Data Reporting in Hadley; Questions & Concerns

A. AGENDA

Hadley DEI Meeting January 4, 2021, 5:15-6:30 p.m.

AGENDA

1. Approval of December Minutes
2. Mark - Update on membership
3. Deborah – Follow-up on her interview with the Amherst Human Rights Commission representative.
(Wayne will forward her written comments to committee members Dec. 30 or 31)
4. Kayla - Report from the Hadley Historical Commission
5. Wayne - Thoughts on planning for inviting guests to speak to the committee.
6. Wayne - Equity Scorecard concept: volunteer to follow up with this?
See Andrea's suggestions in the Nov. 2nd meeting minutes,
Items 9.B., C., and D.
7. Amy - Update on actions that Hopkins is taking to promote diversity.
8. Open for Comments, Requests.
9. Suggestions for next meeting's agenda items.
10. Schedule next meeting date and time.

B. DJ UPDATE ON AMHERST HUMAN RIGHTS COMMISSION

REPORT: JENNIFER MOYSTON INTERVIEW
For: Hadley Committee for Diversity, Equity & Inclusion
By: Devorah Jacobsen
Received: 2021.01.04

I spoke with Jennifer Moyston about 3 weeks ago. She works for the Human Rights Commission in Amherst. I was referred to her but someone from the JCA who I "met" on a zoom call. She and I talked about the fact that Amherst is getting ready to send out a survey to town members about their "lived experiences" of inclusion, diversity, equity, etc. I thought rather than re-invent the wheel, i would find out more about it. Thus the conversation with Jennifer.

Here were some of her points about the survey and the diversity work in general they are doing:

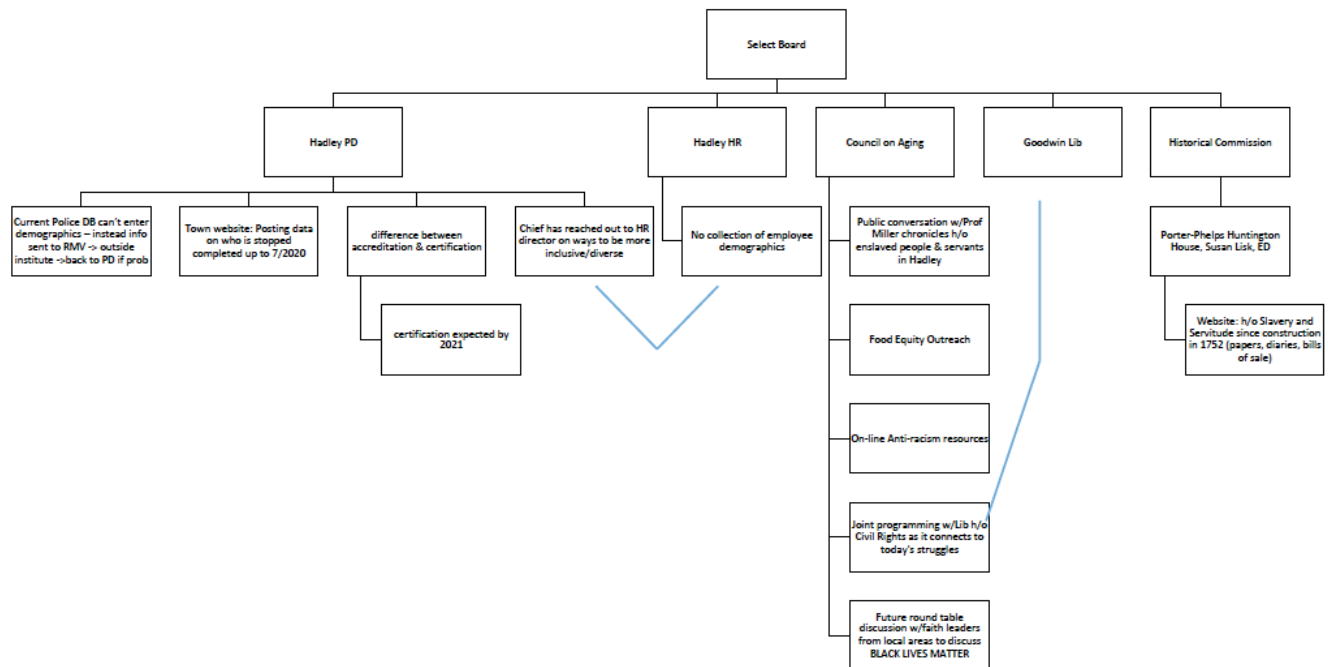
1. Send the survey to all residents of the town, including BIPOC and other marginalized members. Focus questions on inclusion, "what do we need to feel more included and welcome here..." a question can say, "I have witnessed..... What other barriers do you see in our community?"
2. Suggested we take a look at the GARE program (Government Alliance on Racial Equity). It is a nationwide effort that town governments can be part of.
3. There is a Core Equity Team in Amherst. What is key to their early work:
 - a. you need a mission statement, that the committee draws up
 - b. goals come from the mission statement
 - c. One of first goal was to put something in place so that work is always done
 - d. consider having a retreat - to take a good look at the mission statement and set a 3 month strategic plan. Try to implement a short term strategic plan.
 - e. Hold workshops - on Diversity, Equity and Inclusion. These should be open to the community. Draw teachers from groups like Bridges4Unity in Greenfield (and all over) and Sojourner Truth School (which I teach for and can be a resource for)
4. She asked me: Is the DEI committee a standing town committee? That's important
5. What is its authority? That's also important. Will its recommendations be totally ignored if it has no real authority?
6. Inclusion should not be limited to race but also: low income, sexual orientation, disabled, etc.
7. Staff of the committee had a mobile market. Gave out a lot of stuff, like masks, info on COVID assistance, etc. One place they set up was the Amherst Survival Center
8. Hold meetings more often, once a week, once every two weeks

I thought there was a lot of good food for thought. She is a wonderful resource and i think will share the survey with us if we ask for it. She said she would be happy to keep the connection.

C. MM NOTES ON DATA REPORTING IN HADLEY; QUESTIONS & CONCERNS

DEI Committee

Identified Overlap: Who's Doing What in Hadley (School Dept deliberately omitted)



Questions & Concerns

- What authority and/or financial resources if any, does the DEI Committee have?
- What is the DEI mission statement? Has the Select Board approved this? If not, what did they object to?
- Is it better for this committee to focus on one or two Town depts such as HR and PD? Goals could be:
 - Recommending that the PD have the resources necessary to keep current the police logs posted on the Town website
 - How can the PD gather its own demographic data of police logs without sending to 2nd & 3rd party sources?
 - HR start collecting demographics on its employees
 - Recommending that the Select Board post a statement on Town website that embraces the values of DEI
- Hadley By-laws (General Provisions, 75-1) encourages the pursuit of agriculture. Hadley could show commitment to the concepts of diversity, equity and inclusion by inviting CISA/New England Farmers of Color Land Trust or similar organization to establish farms locally
- Work w/local university/colleges about developing unvarnished h/o Hadley for display either at Library or other venue
- Utilizing Town Website to promote work being done on Town-wide diversity issues