

MINUTES of the Committee on Diversity, Equity & Inclusion (CDEI) Meeting 8/17/23

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 and held at 7:00 pm

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

When: August 17, 2023 @7:00 pm

Where: Hadley Senior Center

Who: Chair Mark Dunn (MD), E. Wayne Abercrombie (WA), Joanne Goding (JG), Clerk Pat Rissmeyer (PR) and Sarah Strong (SS)

Absent: Megan Relin (MR), C Randy Izer, (RI)* *Non-voting member/SB liaison

1. **Welcome and call to order** MD called the meeting to order at 7:00 pm. MD reported that the CDEI skipped the July meeting because of member vacations and other commitments.

2. **Opening Reflection**

- MD opened the floor to a member reflection. WA thanked PR for keeping the CDEI in order.

3. **Clerk's Report**

- PR distributed the CDEI minutes of June 15, 2023. JG proposed two edits.
- A motion was made by WA and seconded by JG to accept the June 18, 2023, minutes with two corrections:
 - ✓ Under "When" edit the meeting date from "May" to "June"
 - ✓ Under item # 9 edit the next meeting date from "June" to "July".

4. **Old Business**

- a. JG, SS and PR reported on *Growing Up Trans* (2015) the **Movie Matinee: 6/16 @ 12:30 pm** co-sponsored by the CDEI and the Council on Aging/Senior Center in honor of LGBTQ Pride month.
- JG characterized *Growing Up Trans* as thought-provoking; JG found it particularly eye-opening to hear young people share openly their vulnerability.
 - PR shared that MR did an outstanding job facilitating the discussion following the film. PR distributed a handout MR developed on Educational & Community Resources for Transgender People & Allies.
 - PR reported that a number of attendees expressed appreciation for the film selection, and the importance of being educated on transgender issues.
 - MD prompted discussion and CDEI members shared their personal and professional experience coming to know and support transgender people.
 - The CDEI began to discuss ways to bring people together to discuss different perspectives. PR suggested this idea could be further discussed during New Business, item 5d - future collaboration.

5. **New Business**

- a. **Technical Support for CDEI meetings** - MD reported that Hadley Media technical support ends 9/15 and that Director Alex LaMarche (ALM) has set up dates/times to learn how to use the Owl Meeting Camera (Owl). ALM informed the CDEI that Hadley Media will provide a laptop to the CDEI with a Zoom link that is set to record. He recommended that the CDEI save the recorded meeting to the cloud. MD and WA offered to participate in the training.
- b. **Movie Matinee on 10/20/23 at 12:30 pm at the Senior Center.** PR reported that Violet Suska, Program Coordinator at the Senior Center reached out to solicit CDEI interest in co-sponsoring a Movie Matinee in October. Violet asked if we would consider a film with an international focus consistent with their October programming theme. The CDEI recommended that we focus on Indigenous Peoples (in acknowledgement of Indigenous

Peoples Day) in North America. PR agreed to identify a few films for CDEI members to preview over the weekend and provide her with feedback.

- c. **New Human Resources Director Troy Brin**– MD reported that he met briefly with Troy and invited him to attend a CDEI meeting. Troy asked that we send questions to him prior to the meeting. WA suggested that individual CDEI members develop questions in advance of our September meeting to someone. PR offered to accept the questions and compile a list.
- d. **Brainstorming of future collaborations/initiatives – PR**
 - CDEI members discussed how to elevate the dialogue on DEI issues.
 - Members expressed concern about ‘othering’ and ‘scapegoating’ of individuals who don’t conform to traditional norms. SS suggested that we encourage people to look beyond the curtain and incorporate WHY people are scapegoating. WA suggested that we should approach issues in a specific way.
 - CDEI members offered examples from their lives in which they observed classism and racism and were challenged to think differently. SS suggested that there are master manipulators fueling the national divide and bringing people together with different perspectives is very important. JG suggested that we use Superintendent Dr. Annie McKenzie’s (AM) approach by asking the question, “Please help me understand your concerns.” MD and WA affirmed the importance of engaging in dialogue.
 - JG suggested we consider inviting Dr. McKenzie to teach us how to engage people in dialogue. PR suggested this idea could be a future collaboration.

6. Open Agenda

- a. MD reported that MR is unable to attend meetings this fall due to a number of conflicting obligations. JG suggested we involve MR off meeting time,
- b. PR inquired about the number of members needed for a quorum. MD reported that four members are needed for a quorum of a committee of six or seven members.
- c. The CDEI discussed new members and PR shared that two Hadley residents have indicated interest in the CDEI.
- d. MD suggested that if we ever have time at the end of a meeting, we could focus on issues that had been raised but had not been fully explored. JG suggested that we place these issues in a “Meeting Parking Lot” and pull them out during the open agenda.
- e. WA suggested that we plan for some additional public events. MD offered the example of a booth at the Hadley Asparagus Festival.

7. Closing reflection

8. **Next meeting** MD announced that the next meeting will be on September 21, at 7 pm in the Senior Center.

9. **Adjournment** MD thanked everyone for their participation and JG made a motion for adjournment; WA seconded the motion. The meeting was adjourned at 8:00 pm by a vote of 5-0.

Minutes submitted by Pat Rissmeyer, Clerk, CDEI