

MINUTES of the Committee on Diversity, Equity & Inclusion (CDEI) Meeting 11/16/23

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 at 7:00 pm

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

When: November 16, 2023 @7:00 pm

Where: Hadley Senior Center

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

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

1. Welcome, call to order, technical support for meeting –WA called the meeting to order

2. Opening reflections

- JG reflected on David Brooks' book, *How to Know a Person: The Art of Seeing Others Deeply and Being Deeply Seen* (2023). JG shared that she always appreciates a perspective that focuses on individuals and not categorization of individuals into groups.

3. Clerk's report

- The group reviewed the 10/19/23 minutes. JG moved to approve the minutes and CJ seconded. The minutes were approved 6-0.

4. Old Business

a. Development of Questions for HR, Troy Brin

- The group engaged in a lengthy discussion about potential questions for a meeting with Troy Brin. Members reviewed questions provided by JG and CJ and proposed additional questions.
- WA suggested that in addition to our question list, we include two bullet points describing the CDEI charge. PR agreed to add that information.
- The group debated a number of questions and did not come to consensus. MD suggested that we form a subcommittee. MD, PR, and CJ offered to serve on the subcommittee.

b. Discussion/Decision of change of date for December meeting – from 12/21 to 12/14

- MD made a motion to change the December meeting date from 12/21 to 12/14. SS seconded. The motion passed 6-0

c. Update on potential CDEI collaboration with Hopkins – PR

- PR reported that she has not yet connected with Hopkins regarding a collaboration in the Spring. PR agreed to circle back to teachers Jason Burns and Ruth Fitzgibbons before our next meeting.

5. New Business

a. Town of Hadley Code of Conduct - – Guidelines for Town Boards etc. and Town of Hadley

The CDEI received, reviewed, and agreed to abide by the Town Code of Conduct and Guidelines. PR will drop off the signed statements to Town Hall.

6. Open Agenda

- JG reported that it is her understanding that there are 14 Haitian students enrolled in the Hadley school system. WA shared that his brother-in-law has experience working in Haiti providing business training. JG asked if the students/families have any needs. MD agreed to ask the Town Administrator if she would update us. WA asked for a written statement from the Town Administrator.

7. Closing Reflection – MD

- MD invited the group to share positive thoughts. MD shared that his heart goes out to the people of the world. WA acknowledged the value of the CDEI. JG wished everyone a moment of peace and gratitude.

8. Adjournment WA moved to adjourn. JG seconded. The meeting was adjourned at 8:30 pm by a 6-0 vote.