

MINUTES of the Committee on Diversity, Equity & Inclusion (CDEI) Meeting 2/15/24

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: February 15, 2024 @7:00 pm

Where: Hadley Senior Center

Who: Mark Dunn (MD), Crystal Jackson (CJ), Joanne Goding (JG), Megan Relin (MR), and Sarah Strong (SS).

Absent: E. Wayne Abercrombie (WA), Pat Rissmeyer (PR), Randy Izer, (RI)*

*Non-voting member/SB liaison

1. **Welcome, call to order, technical support for meeting** – MD called the meeting to order @ 7:10 pm. Alex LaMarche provided technical support.

2. **Opening reflection** – Sadness for shooting in Kansas City.

3. **Troy Brin conversation:** At the invitation of the CDEI, Troy Brin, Hadley HR Director, joined us via zoom. Troy had written several pages of responses to our questions, which he'll forward to MD to share with the committee, as well as other related materials.

Our conversation touched on how important DEI is to HR, and its inherent value to the best functioning of the town. There are both challenges and opportunities before us, from the nitty-gritty of inclusion in job descriptions, to pay equity, developing common language, and the importance of town leaders setting a good example. It pays off in everyone feeling a sense of belonging, mutual trust and support, and sustainable teamwork. DEI benefits everyone, and we are fortunate to have an HR director who cares so much, and brings such experience and training to this position. CDEI members expressed appreciation for Troy's time and enthusiasm for engaging with this topic. You can watch the recording of the full conversation in the CDEI's youtube playlist on the Hadley Media channel.

[<https://youtu.be/ZUGeiEpwbmc?feature=shared>]

4. **Clerk's report** The group reviewed the 1/18/24 minutes. With typos corrected, SS moved to approve the minutes and CJ seconded. The minutes were approved 5-0.

5. **Old Business**

Update on Haitian families at the Knights Inn: No new information since last month. We are eager to help, but need specifics about what help is needed, and what the process is to contribute. Are there people or groups in town already helping that we could network with? CJ will go in person and see if she can meet people, MD will check back with Annie McKenzie, and MR is connected to community groups in other towns that do mutual aid.

6. **New Business**

a. We're all interested in JG's idea of using the game developed by the Center for Race Amity she talked about last month, for building friendships between ourselves and others interested in DEI topics.

b. Annual Report for 2023: With a typo corrected, JG moved and CJ seconded, approved 5-0. SS will submit it to Jennifer for inclusion in the book distributed at spring Town Meeting. MD noted that our work does bear fruit, like the Code of Conduct we helped to catalyze.

c. JG can attend the Hadley Library's Strategic Planning Committee's upcoming meetings on three Wednesday evenings. CJ is a Library Board member, so they can be a subcommittee of DEI regarding the Library.

7. **Closing Reflection** – JG and MD have both been listening to the podcast "Hidden Brain", recent episodes have been about bridging differences and the importance of being open and listening to others.

8. **Dates of upcoming meetings** – MD confirmed the CDEI future meeting dates 3/21, 4/18, 5/16.

9. Adjournment JG moved to adjourn. CJ seconded. The meeting was adjourned at 8:40 pm by a 5-0 vote.