

MINUTES OF THE 1/3/22 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: January 3, 2022/ 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), Joanne Goding (JG), Sarah Strong (SS)

Absent: Ada Bouthet (AB)*, Amy Lanham (AL)*, *Non-voting member, and Jane Nevinsmith (JN)

1. Welcome and call to order

Co-Chair MM called the meeting to order at 5:17 pm

2. Clerk's report

The group reviewed the minutes of the meeting of November 1, 2021. WA corrected the spelling of Hopkins Academy social studies teacher's last name from "Byrne" to "Burns." With that correction, a motion was made to approve the minutes, moved by JG, and seconded by SS. Minutes were approved 7-0.

3. Hopkins report

No report

4. Old business

a. Columbus/Indigenous People's Day: f/u

The group discussed *First Nations*, a program co-sponsored by the CDEI, Hopkins Academy and the Hadley Public Library and held on November 9 at 6:00 pm in the Hadley Public Library. The night featured Hopkins Academy student projects on indigenous peoples of the Western hemisphere and a student presentation on the background and history of Columbus Days. MM thanked KW for her support of the event. Wayne suggested that we send a thank you note to Mr. Burns and his students. KW and SS offered to draft a letter of appreciation, with a copy to the principal and the superintendent. MM will follow up with Mr. Burns to offer to assist him in posting a digital display of the information on the CDEI website. KW will ask JN for advice about copying the Select Board on the letter to Mr. Burns.

b. Survey committee report

MM reported that in preparation for a CDEI survey, she and PR summarized the Hadley programs, activities, organizations, and policies that promote anti-racism, diversity, equity, and inclusion in the community.

MM shared a 3-page Google document. This draft document highlights the work of:

- **Hadley Learns**, an inclusive group of parents and college students, teens and seniors making a safe space to learn, discuss difficult topics and spark action toward anti-racism. The document highlights the discussion topics and resource materials month by month as detailed on the group website.

- **Dr. Annie McKenzie, Superintendent of Schools; Chief Mike Mason, Chief of Police and Mr. Ed O'Connor, (former) Director of Human Resources.** The document summarizes the interviews with the CDEI in which these three community leaders shared the challenges, priorities, strategies of their work to ensure diversity, equity, and inclusion in their areas of responsibilities.
- **Hadley Council on Aging**
- **Hadley Historical Commission**

After thoughtful discussion, the CDEI decided to reorganize and edit the document in the following ways.

Hadley Learns – SS shared information about her experience as a member of Hadley Learns. In response, the CDEI decided to add to the document the statement that this group is a ‘safe space;’ meetings are not recorded so that participants feel open to sharing honestly and growing in their understanding. KW asked SS to find out how many people have participated in Hadley Learns.

Begin the document with the Town Official interview summaries. Include the Town Official name, job title, and years of service; the date of the interview with the CDEI and a link to the interview on the Town of Hadley website

PR suggested that we add to this document two recent diversity programs 1) the Hadley World’s Fair, and 2) First Nations, as well as the work of the Hopkins Academy Diversity Club.

- c. **Update on draft questionnaire for reporting and resolving allegations of discriminatory behavior: Mark & Wayne**

No report

New Business: Budget request for FY 22: amount and purpose

MD reported that we missed the window for this budget cycle. The group concluded that we would evaluate our needs and consider proposing a budget for FY 23.

Open Agenda

WA suggested that the CDEI consider co-sponsoring an event (like the Asparagus Festival) to highlight our organization. The group affirmed the idea and suggested that we consider it in more depth at a future meeting. Questions include:

- 1) Do we want to be more public?
- 2) Do we want to co-sponsor events?
- 3) Do we want to take the opportunity to speak at a future Town Meeting?

Next meeting date

MM announced that the next meeting will be held on Monday, February 7, at 5:15 pm via Zoom.

Adjournment

MM thanked everyone for their participation. The meeting was adjourned at 6:22 pm.

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