



Tuesday, July 21, 2020
Town of Hadley Committee For Diversity, Equity and Inclusion Minutes
ZOOM – 5:00 PM

Pursuant to notice duly filed with the Town Clerk, a meeting of the Committee For Diversity, Equity and Inclusion was held at 5:00 p.m. over Zoom.

Present were: Wayne Abercrombie, Mark Dunn, Amy Lanham (non-resident, School Representative), Joanne Goding, Deborah, Jacobson, Margaret Mastrangelo, Kayla Werlin, Patricia Rissmeyer, Andrea Stanley, Christian Stanley and Sarah Strong

1. Call to Order

a. Call to order

Meeting was called to order at 5:00 pm by Christian Stanley, interim Chair

2. Christian started with noting/suggesting we had a quorum, and reviewed Open Mtg Law requirements.
3. Clarify our committee name - after discussion consensus decided on Committee for Diversity, Equity and Inclusion
4. To follow the agenda CS asked for those interested in being chair. Any with experience as a chair? Wayne offered to co-chair. Some with passion are not able to attend today. (other volunteers??)
5. Secretary candidates? MD offered if no one else has interest, but also happy to step aside at any time if anyone discovers interest.
6. Mission statement - "anti-racist" wording choice? Google Doc
 - a. Not everyone is comfortable with the words "racist" and "anti-racist"
 - b. Discussion ensued on whether to avoid using the term immediately
 - c. Andrea made a motion to use the word "anti-racist"; Deborah seconded the motion; the motion passed unanimously
 - d. Use language "anti-racism, diversity, equity & inclusion" throughout mission statement
 - e. Education
 - f. other community initiatives & concerns

- g. DJ asked about involving HPD - CS noted that our Chief has been excellent with taking initiative on diversity issues and it would be hard to improve on their willingness; PD is an institution in Hadley that we can look into. The Chief would be an excellent asset as an advisor to be invited to specific meetings; but best to have no regular PD member so that our committee is seen as a neutral venue for concerns to be presented & heard.
- 7.** Add into 2nd bullet points under Mission Statement - public health & safety
- 8.** CS will share updates before next meeting.
- 9.** Next meeting to be Monday 7/27 at 5; tweaks and then go on to goals review. Otherwise future meetings to be first Monday evening of each month.
- 10.** At 6 there was a motion to adjourn the meeting; a second; all agreed.
- 11.** Meeting was adjourned at 6:00

Respectfully Submitted,

Mark Dunn & Christian Stanley