



DRAFT

MINUTES OF THE MEETING

Pursuant to notice duly filed with the Town Clerk, a meeting of the Committee for Diversity, Equity and Inclusion was held at 5:15 pm via Zoom.

What: Town of Hadley - Committee for Diversity, Equity & Inclusion

When: November 2, 2020 / 5:15 pm

Where: Zoom

Who:	E Wayne Abercrombie (WA), Chair	Mark Dunn (MD), Clerk	Joanne Goding (JG)
	Amy Lanham (AL)*	Pat Rissmeyer (PR)	Andrea Stanley (AS)
	Sarah Strong (SS)	Kayla Werlin (KW)	

Absent:	Ada Bouthet*	Mindy Cohen	Flori Etinde
	Devorah Jacobson	Deborah Levenson	Margaret Mastrangelo
	Koki Mulugeta	Christian Stanley	Taro Yamashita

*Non-voting member

1. Wayne called the meeting to order at 5:18.
2. The minutes of the October meeting were approved by a vote of 7-0-0.
3. Kayla discussed her desire to see an increase in the diversity of our committee membership if possible.
 - A. KW is aware of an acquaintance at Golden Court who has considerable disabilities and who would bring an informative perspective to our cmte. We discussed how the Select Board (SB) previously expressed a concern that our committee is large, but no one was aware of any limit imposed.
 - B. Wayne noted that we may have lost Flori as we've only seen him at 1 meeting; and we may be losing Taro as he warned may happen when he was allowed to reopen his fencing business.
 - C. There was a motion and unanimous vote to have Kayla invite her friend to write a letter of interest to the SB in order to join properly. Mark offered to ask Christian how best to go about approaching the SB in order to replace a member or two.
4. Kayla referenced a Boston Globe article she had received from the library director about "sundown" towns in Massachusetts' history. None of the members know if Hadley would have ever been on such a list. Kayla will try to investigate our town history in terms of racial bias.
5. Sarah reported on how a book group she is in led her to the Hadley Learns (HL) group. HL has some intriguing techniques for recruiting people and KW wondered if there was some way for us to leverage that to more productively proliferate good practices. HL is not required to hold open meetings so they enjoy a more organic and spontaneous process based on who shows up with

what passion at meetings. SS offered to invite HL members Humera and/or Tony to speak to our cmte on these issues. We will add them to our list of guests to invite to speak before us.

6. Pat (PR) reported on her response from the Parish Council leader at Most Holy Redeemer Catholic Church here in Hadley.
 - A. The council admits that their congregation is overwhelmingly white, with very few members who are either black, Hispanic or Vietnamese.
 - B. They do share 2 outreach efforts with the Hadley 1st Congregational Church. Pat will send her notes on this to Mark or Wayne to share with the cmte.
7. Mark reported on his response from our Town Administrators, David (Deputy) and Carolyn, to clarify if we can email in a “call and response” sense without violating Open Meeting Law as long as there’s no discussion or decision making involved. The response was that we could not email in that non-public manner. Mark did not (but will) ask about e-file storage – should we keep our document folders in the cloud (e.g., on Google Docs), an official chat style page, or should we have them secured on the town servers. Mark will also do additional research into more clarification on Open Meeting Law restrictions regarding working emails. Mark will try to get that OML information in the next week or 2.
8. Wayne will look into how we go forward with inviting guest speakers and report on his thoughts at the next meeting.
9. Andrea was asked about the Equity Scorecard concept.
 - A. Andrea shared that she is swamped for the next 3 months and must hand-off the scorecard research and development process.
 - B. In essence she noted it should be a snapshot that could be shared in the Annual Town Report as it harvests data for a performance matrix measuring things like employment/hiring diversity and in the schools (looking at numbers such as...):
 - Graduation demographics
 - Disciplinary demographics
 - Access to AP courses, etc.
 - C. School segregation vs housing segregation were also mentioned as possible metrics.
 - D. Andrea suggested that 1 person could approach the Hadley Human Resources Director for municipal data; and another person could reach out to Annie McKenzie (School Supt.) for the Hadley Public Schools data. Andrea will ask Margaret if she is still interested in one of these tasks. Amy might handle the HPS if no one else wants to.
10. Next meeting will be Monday December 7, 2020 from 5:15 until 6:30. Please get your agenda items to Mark by noon on Sunday November 29. The meeting adjourned at 6:30 pm with a motion, second and vote.

* The minutes were recorded by the Clerk, Mark Dunn.