

Meeting Minutes
Human Rights, Diversity, Equity and Inclusion Committee (HRDEIC)
January 10, 2022 6:00 - 8:30 pm

Members Present via Zoom: Dovie King (Chair), Heather Pineault, Yamini Ranjan, Jessica Schendel, Isabel Xue (taking minutes), Karen Blumenfeld, Yauwu Tang, Jane Sciacca, Steven Wynne, Ingrid Palacios, Adrienne Correia, Janot Mendler de Suarez, John Bugbee (town staff)

Absent members: Kylie Byrne, Isabella Donovan

1. Call to Order: Dovie King called the meeting to order at 6:05pm. Jane Sciacca read the preliminary meeting statement and the Indigenous Land Acknowledgement. A roll call to verify attendance was made.

2. Public Comment: Ellen Tohn, speaking on behalf of the Wayland Energy and Climate Committee, requested input on the equity impacts of their climate action plan in progress.

3. Overview of retreat process and purpose: Dovie made announcements: two members of the committee resigned, the town administrator left her position, the Selectboard will address the issue of holiday decorations, and the HRDEIC is invited to the Selectboard meeting on Feb 28th.

4. Group Ice-Breaker: Who or what inspires you to do the work of the HRDEI committee? Ingrid is inspired by immigrant communities, wanting to be a voice for the underprivileged. Yauwu cited the misunderstandings due to cultural differences and Wayland's integrated community. Isabel hopes to represent youth in this conversation. Dovie stated her heritage, role as a mother, and belief that the town can improve on inclusivity and giving voice to the underrepresented. Common responses were family and the opportunity to learn, improve equity, and open communication with the town.

5. Six-Month Check-In: What's going well? What's been challenging? Where do we go from here? Karen mentioned some of the challenges such as the group's size, the pandemic, and open meeting law. Jessica noted the amount of time spent on process instead of content. Ingrid is concerned about the members who left, wanting every member to feel respected. Steven pointed out the inability to build relationships in-person, also noting the resource guide as positive and the difficulty with the call-in line as negative. Dovie recognized the progress of the committee. Members mentioned the formation of the HRDEIC, and its diversity, as positives.

6. Discussion about the role and responsibilities of committee members:

(Adrienne Correia joined the meeting at 7:12pm and Janot Mendler de Suarez joined at 7:18pm)
The committee reviewed the Wayland Governance Guidelines. Dovie highlighted the rule about respecting the chair, asked for members to suggest agenda items as soon as possible, and

requested that all members notify her to verify completion of open meeting law and conflict of interest trainings.

7. Strategic discussion about the committee's charge, priority-setting and projects: Ideas raised in this brainstorming activity were documented by Heather (see next page). Examples include the following. Yamini mentioned focusing more on public comments. Heather mentioned learning about the town's needs. Jessica mentioned housing. Isabel and Ingrid mentioned schools. Jane recommended connecting with the Library. Adrienne hopes to spread awareness. Yauwu suggested creating guidelines for the Town. Karen mentioned protocols for responding to incidents. Janot believes that a systematic audit of town by-laws should be undertaken, and brought up Afghan resettlement. Dovie mentioned programming.

8. Discussion and possible vote to co-sponsor implicit bias training, town hall event and facilitated dialogue regarding racism in Wayland schools: Dovie informed the committee of a January 31 implicit bias training, proposed town hall event in February and dialogue with schools in March. She asked if the committee would like to co-sponsor these events. Registration is required for the bias training event, and Dovie will be reaching out to schools to encourage participation. Janot noted the MLK event the schools are planning, suggesting meeting with the superintendent. Members noted the pressing nature of the issue and the importance of working in a timely manner.

At 8:35pm, Steven made a motion for the HRDEIC to co-sponsor the implicit bias training, town hall event, and dialogue, and for Dovie to reach out to the schools. This was seconded by Janot.

Yes: Ingrid, Dovie, Janot, Karen, Heather, Yamini, Adrienne, Jessica, Isabel, Yauwu, Steven

Abstain: Jane

The motion passed by roll call vote.

9. Discussion and possible vote of December 15, 2021 meeting minutes:

At 8:40pm, Heather made a motion to approve the minutes as written. Steven seconded.

Yes: Dovie, Janot, Karen, Heather, Yamini, Adrienne, Jessica, Yauwu, Steven, Jane

Abstain: Isabel

The motion passed by roll call vote.

10. Topics not reasonably anticipated 48 hours in advance: none.

11. Next meeting date: January 19, 2022 6:00-8:30 pm

12. Adjourn: Jessica proposed a motion to adjourn, seconded by Steven. The motion passed unanimously by roll call vote. The meeting was adjourned at 8:42pm.

HRDEIC Strategic Planning Brainstorming What priorities do you most want the HRDEIC to address? 1/10/22

<ul style="list-style-type: none"> • Social media outreach about HRDEIC • Get word out about our work; • Logo for the committee • Public comments - agenda bell • Learn more from public comments, protocol for how handle public comment, communication gap • Learning - from town, committees, what they are doing, how collaborate • Learn from community - what does community want • Housing - keep an eye on equity issues (River's Edge?? On landfill?) • Schools, but schools may have own people • Schools - curriculum not diverse, what books • Schools - training / educating at schools • Library - connect with others in town – Historical Society; all other groups in town most show / speak to diversity in any grants - letter to tell about us • MLK Day & Black History month to do something • BIPOC Wayland, DearWayland, LGBTQat Wayland – brought a lot of awareness on IG, does rest of community know? Article for Crier? Increase awareness • Events we can work on together to plan so understand each other better - educational purpose; a lot we can do on Zoom • Guidelines for us to create to help town around hiring practices and diversity • More supportive / included with schools, for example the protests outside the MS • Be open to having urgent issues take priority, even over agendas • Our Wayland group continuing - as connectors with this committee - Race Amity Day - could be townwide event • Immigrant rights • Budgets - grants • HRDEIC - can people sign up for this, too? • Maintain HRDEIC website, links to emails live 	<ul style="list-style-type: none"> • Transition from to more proactive than reactive • Work on group care • Co-learning together so we model culturally aware and sensitive way of working together • Systematic audit of town by-laws and procedures • Respond to Energy & Climate folks so include DEI perspective • Be a part of the housing plans • School system welcomes our support, more community engagement so anti-racism more pro-active in school • Public health - some communities doing declaration of racism as threat to public health • Programming & events that celebrate diversity; Pride Parade, Domestic Violence awareness month, • Annual signature event • Resolutions, policies & initiatives to recommend , by-laws • Newsletter from us • Outreach to groups in town • Social bonding activities • Procedures for responding to incidents in town, protocols ready • Procedures for making statements for holidays or incidents • Procedures for requests for co-sponsoring events • DEI person for town of Wayland • Learn about other towns - in particular Racial Disparity Reports • Policing, climate, housing & schools • Indigenous People's day instead of Columbus Day • Policy advice on holiday and cultural celebrations • Reach out to ICB re Afghan resettlement - can we help • Park & Rec policy
--	--