

Meeting Minutes
Wayland Human Rights, Diversity, Equity & Inclusion Committee (HRDEIC)
Wednesday, January 19, 2022 6pm-8:30pm

Members present via Zoom: Dovie King (chair), Karen Blumenfeld (vice-chair), Kylie Byrne (taking minutes), Adrienne Correia, Janot Mendler de Suarez (clerk), Ingrid Palacios, Heather Pineault, Yamini Ranjan, Jessica Schendel, Jane Sciacca, Yauwu Tang, Steven Wynne, John Bugbee (staff). Members not present: Isabella Donovan, Isabel Xue.

1. Call to Order: Dovie called the meeting to order at 6 pm and conducted a roll call. Steve read the preliminary meeting statement and the Indigenous Land Acknowledgment.

2. Public Comment

Soudie Tahmassebipour, of RE-ENVISION Consulting, announced the implicit bias training she will conduct on January 31, 2022 for people in Wayland. Rachel Sideman-Kurtz thanked the committee for sponsoring the training. Dovie shared how to RSVP, that the Board of Selectmen will be attending the training, and that Town committee chairs were asked to cancel their meetings on January 31, 2022 in order to attend.

3. Ancestry / Birthplace Ice-Breaker

Karen facilitated members sharing something about their family history.

4. Strategic discussion about HRDEI priority-setting (continued from 1/10 meeting)

Heather shared her screen to display the strategic planning handout to viewers on Zoom. Karen facilitated the discussion. She invited members to share opinions about the topics listed in the handout and then asked Committee members to prioritize the topics. (See Attachment 1.)

5. Discussion about short-term initiatives members are each willing to work on outside of monthly meetings

Heather facilitated the discussion. She invited members to express interest in short-term initiatives that were displayed on her screen for viewers on Zoom. (See Attachment 2.) Heather asked people to let her know if they wish to take the lead on any initiative, especially in cases where more than two people expressed interest. Dovie stressed the importance of complying with open meeting law, and suggested working in pairs and reporting back to the Committee.

6. Discussion and possible vote to recognize African American History Month and Chinese New Year

Dovie proposed that we brainstorm on ways to recognize, promote, and celebrate these events. Members expressed support for statements recognizing important cultural holidays being posted on the website.

Yauwu made a motion to recognize Chinese New Year with a public statement and appropriate materials in English and Chinese that will appear on the town website and social media. Steven seconded it. The motion passed unanimously by roll call vote.

Suggestions for African American history month included making personal book and movie recommendations, and using social media to spotlight people in town.

As a liaison with the Our Wayland group, Janot proposed co-sponsoring Our Wayland's Black History Month Community Conversation event planned for February 17. The event will feature Wayland Public Schools Superintendent Dr. Omar Easy sharing his journey to Wayland. The backup date is February 20.

Heather made a motion for the Committee to post a statement on the website recognizing Black History Month, and to cosponsor the Our Wayland event. Ingrid seconded the motion. The motion passed unanimously by roll call vote.

7. *This agenda item was skipped because topics were covered in earlier agenda items.*
Discussion and possible vote to recommend to the Select Board one or more of the following:

- Prioritizing the hiring of a town DEI officer;
- Hiring an independent firm to conduct a human resources assessment regarding the town's hiring, HR practices and employee demographics as they relate to DEI;
- Changing Columbus Day to Indigenous People's Day; and
- Changing "Board of Selectmen" to gender neutral "Select Board"

8. Announcements

- Yauwu announced a COVID-19 experience survey available through the Public Library.
- Janot announced a February 16 MetroWest Health Foundation Workshop on *Racism as a Public Health Issue*.
- Janot also mentioned the Sponsor Circles Afghan Resettlement program.
- Heather shared the podcast on race "Hard Candy and Fruit Snacks" by two former Wayland students recently featured in the METCO MLK Day event.

9. Topics not reasonably anticipated 48 hours in advance

Dovie expressed appreciation to Karen and Heather for planning and facilitating the January 10 and 19 strategic planning discussions, and said moving forward she would like more Committee members to facilitate meeting discussions.

10. Next meeting date: February 16, 2022 at 6 pm

11. Adjourn

Yamini made a motion to adjourn the meeting. Jessica seconded it. The motion passed unanimously by roll call vote. Dovie adjourned the meeting at 8:29.

ATTACHMENT 1

Agenda Item #4 Notes

Strategic Planning Priority Rankings January 19, 2022 Agenda Item #4																
Listening/learning with town entities																
Listening/learning with groups in town, residents																
																Overall
		Jessica	Yamini	Janot	Yauwu	Adrienne	Jane	Kylie	Steve	Dovie	Ingrid	Heather	Karen	Totals	RANKING	
Schools		1	1	1	1	3	1	1	1	1	1	6	4	22	1	
DEI person for town		6	4	5	5	1	5	4	2	2	3	1	1	39	2	
Systemic town audit, study other towns' racial d		3	6	2	6	6	2	5	3	3	2	2	2	42	3	
Housing		2	6	4	6	2	3	3	6	6	6	3	3	50	4	
Public Health		5	3	3	2	6	4	6	5	6	6	6	6	58	5	
Immigrant rights		4	5	6	3	4	6	2	6	6	4	6	6	58	5	
Town Hiring Practices		6	6	6	6	5	6	6	4	4	5	4	5	63	6	
Resolutions, policies and initiatives, bylaws		6	6	6	4	6	6	6	6	5	6	5	6	68	7	
Park & Rec		6	2	6	6	6	6	6	6	6	6	6	6	68	7	
Policing		6	6	6	6	6	6	6	6	6	6	6	6	72	8	
Afghan resettlement		6	6	6	6	6	6	6	6	6	6	6	6	72	8	

People were asked to rank their top priorities from 1-5, with 1 being highest priority, and 5 being lowest priority. To avoid the rankings being distorted by items that were not assigned a priority, we assigned the number 6 to all items that were not rank ordered.

ATTACHMENT 2

Agenda Item #5 Notes

Strategic Planning | Expressions of Interest **January 19, 2022 | Agenda Item #5**

Specific short-term tasks

- Policy re: holidays and cultural celebrations (i.e., holiday decorations on public property) - Janot, Karen
- Indigenous Peoples Day instead of Columbus Day - Karen, Heather
- Climate and energy committee - Climate Action Plan - Janot

Events

- MLK Day
- Black History month - Jane
- Asian/Pacific American Heritage Month - added by Yauwu 1/19/22
- Domestic Violence Awareness month (Oct) - Dovie
- Events to celebrate diversity and promote cross-cultural understanding
- Partner with Our Wayland, e.g., Race Amity Day
- Annual signature event - (Diversity Summit? Race Amity?) Kylie, Jessica, Janot, Yauwu
- Pride parade

PR/Outreach Steve, Yamini

- Get word out about our work
 - Social media - Yauwu
 - Newsletter
 - Newspaper
 - Maintain HRDEIC website - Yauwu, Karen
 - Letter to groups in town that must address diversity in any grant applications
 - Outreach to groups in town – Yauwu
- Logo for the committee
- Increase awareness of what groups in town are doing and how we can be supportive, e.g., BIPOC Wayland, DearWayland, Wayland_LGBTQ, recent protests at the MS

Procedures/Processes

- Process for responding to public comments – chair manages and responds (1/19)
- Process for allowing urgent issues take priority, even over agendas – Janot, Jessica
- Procedures for responding to incidents in town, protocols ready – Janot, Karen
- Procedures for responding to Hotline - Jessica, Ingrid (added 1/19)
- Procedures for making statements for holidays or incidents - Janot, Karen
- Procedures for requests for co-sponsoring events - Janot, Yauwu
- HRDEIC agendas and minutes - enable town residents to sign up on [this web page](#) – Yauwu, Karen (Karen emailed John to request this 1/19/22)
- Links to our town emails on HRDEIC web page
- How we function as a group
 - Transition from reactive to proactive
 - Work on group care
 - Co-learning together so we model culturally aware and sensitive ways of working together
 - Social bonding activities

Financial (this is an ongoing initiative) – Yamini, Steve, Janot, Yauwu

- Budget for HRDEIC
- Grant applications - Jane
- Fundraising (added at 1/19 meeting) Kylie