

Meeting Minutes
Wayland Human Rights, Diversity, Equity & Inclusion Committee (HRDEIC)
February 16th, 2022 6:00 – 8:30 pm

Members Present via Zoom: Dovie King (chair), Karen Blumenfeld (vice-chair), Kylie Byrne, Adrienne Correia (taking minutes), Isabella Donovan, Janot Mendler de Suarez (clerk), Ingrid Palacios, Heather Pineault, Yamini Ranjan, Jessica Schendel, Jane Sciacca, Yauwu Tang, Steve Wynne, John Bugbee (staff).

1. Call to Order: Dovie King called the meeting to order, read the preliminary meeting statement and the Indigenous Land Acknowledgement, and made a roll call to verify attendance.

Ingrid joined at 6:14

2. Public Comment: Kara Brown and Jeanne Brown discussed the Wayland HS Scholarship Committee. They seek donations to increase the number of scholarships they can provide, and they would like to bring more diverse membership to their committee.

3. Discussion and possible vote for new HRDEI Committee Chair for the period of February 16, 2022, through May 18, 2022: Dovie officially resigned as chair of the HRDEI Committee. The committee discussed eligibility for, and responsibilities of, the chair. Janot made a motion to initiate a rotating chair until the election of a new chair in May. Steve seconded the motion, which passed by unanimous roll call vote. Dovie agreed to continue as chair for the remainder of the meeting. Isabel volunteered to chair in March and Karen in April.

Steve left the meeting at 6:30 pm

4. Discussion and possible vote to approve meeting minutes of January 10, 2022, and January 19, 2022: Heather made a motion, seconded by Kylie, to approve the January 10, 2022 minutes. The motion passed by unanimous roll call vote. *Isabella left the meeting at 6:38pm.* Yamini made a motion, seconded by Jane, to approve the January 19, 2022 minutes. Isabel abstained from the vote, and the motion passed by unanimous roll call vote.

5. Discussion and possible vote about topics to present to the BoS February 28th: Yauwu and Karen offered to prepare slides for the BoS presentation. Jessica suggested to prioritize and cluster topics. Ingrid volunteered to speak on the community hotline/portal, and voting vs. non-voting members. Janot and Adrienne volunteered to speak about the need for improved communication regarding identity-based incidents in town. Heather volunteered to speak about the need for a DEI person for the town. Yauwu and Dovie volunteered to discuss increasing diversity of town committees and boards. Dovie and Yamini volunteered to speak about the need for funding for the HRDEIC, and Yamini volunteered to share that the HRDEIC won a grant from the Lauren Dunne Astley Memorial Fund.

Kylie left the meeting at 7:29 pm

6. Student-led discussion about promoting an inclusive curriculum/culture in public schools: postponed to the next meeting.

7. Update on social media: postponed.

8. Lived Experiences Project presentation by Terrie Livingston: *Terrie Livingston arrived at 7:31 pm and left at 7:55 pm*

Terrie presented the Wayland Lived Experiences Project, an anonymous survey that collected personal experiences of identity-based mistreatment in Wayland. She summarized the survey data by race/ethnicity, type of mistreatment reported, reasons for the mistreatment, how the experiences made people feel, and whether they sought help. Terrie asked if the HRDEIC would be interested in continuing the survey. Dovie expressed interest and asked for Terrie's slides.

9. Wayland Energy and Climate Committee presentation by Ellen Tohn

Ellen Tohn arrived at 7:55 pm

Ellen presented the Wayland Climate Action Mobilization Plan being developed in response to the Climate Emergency declared at last year's Annual Town Meeting. She asked for the HRDEIC's help to ensure that the plan achieves its equity goals and engages diverse stakeholders, including students. Dovie offered to serve as liaison to the Energy and Climate Committee. Heather suggested organizing a focus group. Yauwu offered to share a list of community organizations. Janot mentioned that supporting the Climate Action Mobilization Plan topic was identified in our strategic planning meeting.

Ingrid left the meeting at 8:03 pm

Ellen left the meeting at 8:17 pm

10. Discussion and possible vote about programming for Women's History Month

Suggestions included using Jane's research on Lydia Maria Child's history, as well as publicly recognizing the work of other historical and contemporary Wayland women, possibly featuring one or two women each week and noting the Wayland Historical Society newsletter and stories of many women as a rich resource, visiting and liking posts on the Facebook page, and potentially linking to Instagram. Janot proposed a motion that Yamini and Jane prepare and post a public statement for the website and Facebook page recognizing Women's History Month. Yamini seconded the motion, which passed by unanimous roll call vote.

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

12. Announcements

Janot announced a Feb 17 Our Wayland Community Conversation for Black History Month, being cosponsored by the HRDEIC, and featuring Superintendent of Schools Dr. Omar Easy. Dovie announced a March 29 implicit bias training, being cosponsored by the HRDEIC, and taking place at First Parish Church in Wayland.

Adam Gutbezahl arrived at 8:31 pm and announced that the Select Board requests that the HRDEIC develop a policy recommendation on holiday displays.

Adam left at 8:35 pm

13. Next meeting date: March 16, 2022, 6-8 pm

14. Adjourn 8:37 pm: Janot made a motion to adjourn, seconded by Jessica, which passed by unanimous roll call vote.