

Meeting Minutes
Wayland Human Rights, Diversity, Equity & Inclusion Committee (HRDEIC)
Wednesday, March 16, 2022 6-8pm

Members present via zoom: Isabel Xue (chair), Yamini Ranjan, Adrienne Correia, Jessica Schendel, Steve Wynne, Karen Blumenfeld, Yauwu Tang, Heather Pineault, Kylie Byrne, Ingrid Palacios, Janot Mendler de Suarez (taking notes), John Bugbee (staff). Not present: Dovie King, Isabella Donovan

1. Call to Order: Isabel Xue verified a quorum by roll call, and called the meeting to order at 6:15pm. Yauwu read the introductory statement and Indigenous Land Acknowledgement

2. Public Comment: Alexia Obar asked whether cultural sensitivity training is provided for administrative staff at the schools, and also asked how the Town hires new police officers. She asked if the HRDEIC needs support from the community.

3. Presentation, discussion, and potential co-sponsorship of the Wayland Cultural Council and Sudbury Valley Trustees' National Poetry Month project: Cultural Council member Katy Allen asked the HRDEIC to co-sponsor a project to post poetry, chosen with a diversity of voices on the theme of spring, in the Greenways conservation area. Members endorsed posting the poems, having the poems translated into other languages, if possible, and sharing the Cultural Council's press release on the HRDEIC Facebook page. Heather made a motion to cosponsor, seconded by Yauwu, which passed unanimously by roll call vote.

6:30 Steve left the meeting

4. Student-led discussion about promoting an inclusive curriculum in the public schools: Student HRDEIC members Kylie, Isabel and Adrienne - representing WHS, Middlesex School and The Rivers School - shared DEI initiatives at their schools. In WHS English, students are reading more authors from diverse regions. WHS Math teachers put together a wall highlighting Black mathematicians for Black History Month and women mathematicians for Women's History Month. At Rivers there has been a shift from a one-day program on DEI to a year-long DEI program, including student-led focus groups. Middlesex requires students to take a history class on understanding racism and Rivers has affinity spaces where DEI issues can be discussed. Middlesex has a Dean of DEI; Rivers has a DEI Officer. The Director of Diversity, Equity and Belonging for Wayland, Caroline Han, serves all the Wayland Public Schools. There was consensus on reaching out to Superintendent Easy and Caroline Han to meet with us in April or May so that we can learn about DEI initiatives in the WPS, such as programming and training for staff, faculty, students and parents, incident reporting, diversity and disciplinary data collection, and metrics for assessing DEI culture and progress.

6:50 Adrienne left the meeting

5. Update about HRDEI committee social media and marketing: Yamini noted the HRDEIC has received grant money for posters and banners, and hopes the funds will be available in time for Pride month. The mechanics of ordering posters and banners were discussed. John can provide the social media team with a step by step guide. Yamini will seek the HRDEIC's approval for draft posters. John clarified procedures for approval of draft statements, timely

posting of announcements, special meetings, developing a schedule and authorizing teams in advance. Announcements can be sent to the social media team for review; Isabel volunteered to help proofread. Yamini requested that all members complete their introduction templates.

6. Discussion and vote to approve meeting minutes of February 16, 2022: Kylie made a motion, seconded by Yamini, to approve the minutes as written, which passed unanimously by roll call vote. Minutes from February 28 will be on the next meeting agenda.

7. Debrief on the Select Board Meeting and discussion about HRDEIC's charge: We debriefed the February 28 meeting with the Select Board and discussed follow-up items. Steve and Jessica will add a disclaimer to the Resource Guide. Janot and Dovie volunteered to draft a Holiday Display Policy, and it was agreed to vote authorization to start on the next agenda. Adam Gutbezahl will meet with Ingrid and Acting TA, Stephen Crane, to make progress setting up the community hotline. Janot will try to find documentation about the 1970s Hotline staffed by WHS students and townspeople. Karen will share information about incident response procedures from the MA Human Rights Coalition. Isabel can help look into an online form that may be more usable for youth. Members endorsed Adam's suggestion to meet quarterly with the Select Board, starting with their second meeting after Annual Town Meeting. John noted an effective way to engage with the Select Board is to ask for a 10 or 15 minute committee update slot on its agenda. Karen and Yauwu suggested voting on HRDEIC recommendations prior to meeting with the Select Board to make our recommendations actionable. Isabel suggested addressing issues of how the committee works, and thanked Jane Sciacca for all of the work that she contributed.

Heather left the meeting at 7:20

8. Update on the Town Hall diversity event that HRDEIC is co-sponsoring: Isabel announced that this March 29 event, organized by Dovie, will be a joint event with Westford.

9. Discussion and possible vote to make a statement regarding the Russia-Ukraine crisis: Members acknowledged the hardship being faced and suggested that we: keep it simple; focus on the specific issue of Ukraine; express compassion for the Ukrainian people and also with Russian people whose human rights are being violated; focus on human rights rather than politics; express solidarity; provide links to information on ways to assist refugees, including People of Color. Kylie made a motion seconded by Yauwu to authorize Janot and Jessica to ask for members' thoughts, and then draft a statement for review and approval at the April 20th meeting. The motion passed unanimously.

Ingrid left the meeting at 8:15

10. Topics not reasonably anticipated 48 hours in advance {passed over}

11. Announcements {passed over}

12. Next meeting date: April 20, 2022 at 6 pm, will be chaired by Karen Blumenfeld

13. Adjourn: At 8:15, the Chair noted that the meeting quorum was lost, requiring adjournment. Members thanked Isabel for her excellent performance of duties as chair. Karen moved to adjourn, seconded by Jessica. The meeting was adjourned by unanimous roll call vote at 8:18.