

Meeting Minutes
Wayland Human Rights, Diversity, Equity & Inclusion Committee
October 20, 2021
6:30 pm – 8:00 pm

Members Present via Zoom: Dovie King (Chair), Karen Blumenfeld, Kylie Byrne, Adrienne Correia, Isabella Donovan, Richard Lee, Jenny Levine, Janot Mendler de Suarez, Ingrid Palacios, Heather Pineault, Yamini Ranjan, Jessica Schendel, Jane Sciacca, Yauwu Tang, Steve Wynne (taking minutes), Isabel Xue, and John Bugbee (who left the meeting at 7pm and did not participate in any votes). Not present, Isabella Donovan.

1. **Call to Order:** Following a delay due technical difficulties with the Zoom platform, Jenny Levine made the preliminary meeting statement and Dovie King called the meeting to order at 6:28 pm. A roll call to verify attendance was made.
2. **Public Comment:** Guest speaker Mary Ann Borkowski stated the Islamic Center of Boston is holding an event on Sunday October 24, 2021. The event is in person at 3:00 pm.
3. **Discussion on community policing with guest speakers, Mei-Ling Ellerman, Jeff Kurtz and Mary Ann Borkowski:**
 - Mary Ann Borkowski spoke first regarding the background and scope of the group's work. She identified the history of communities working on policing issues and advising groups and boards with police hiring as a way to improve interaction and make positive change.
 - Jeff Kurtz gave an overview of the group's accomplishments to date, including 1) meeting with the Wayland Police 2) working to have clinicians interact directly with police and 3) a town-wide survey on inclusiveness and to assist with hiring the next Police Chief.
 - Mei-Ling Ellerman spoke about suggestions to Wayland Police on measuring use of force, use of body cameras, improving diversity in hiring. The group is also working to have transparency with reporting of racial incidents and responses to domestic violence.
 - Q&A followed. Janot asked about a need for detailed policing data, how data is currently collected and whether the information is available to the

public. Ingrid Palacios asked about the group's focus on police department internal diversity. Dovie thanked the guest speakers.

4. **Approval of Meeting Minutes:** Heather pointed out that at the September 13 meeting a member left early and asked that the minutes reflect that. Steve made a motion that was seconded by Janot with one change to reflect that Steve left the meeting at 7:00 pm and any subsequent vote or record that says a vote was unanimous would not have included him. A roll call vote was made to approve the September 13 meeting and the measure passed with all in favor and abstentions from Steve, Richard, Kylie, and Adrienne.
5. **Discussion Updates about grant applications, cultural holidays, MAHRC:** At 7:06 pm Yamini and Jane reported they had met with Wayland Cultural Council chair Rachel Sideman-Kurtz who advised HRDEIC to wait until 2022 on any grant applications. As such, no grant applications were submitted this cycle. Richard noted that funds that may be available from other sources. At 7:12 Dovie reported that a public announcement regarding Hispanic Heritage Month and Indigenous People's Day had been posted on the Town website and reported in local newspapers. Dovie also stated the Massachusetts Human Rights Coalition (MAHRC) holds meetings the second Friday of the month at 9:30 am that are open to the public. The next meeting is Friday, December 13.
6. **Discussion on Agenda Item # 8, community resource list:** Karen and Jessica gave an overview of the resource guide they compiled. This is a first draft, a living document that will have additions in the future. Members suggested we include the local Chinese American group, a possible non-English resource list, and that versions of the document be dated with "Information as of Month, Day, Year" for version control. Steve volunteered to help Karen and Jessica with file formatting if needed.
7. **Discussion and vote on Agenda Item # 6, domestic violence awareness month event and public statement:** At 7:26 pm Dovie spoke about Domestic Violence Awareness Month (DVAM) is October

each year and is a way to connect and unite individuals and organizations working on domestic violence issues while raising awareness as a human rights issue. She recommended that HRDEIC sponsor a panel discussion as a continuation of DVAM. The event will be titled *Domestic Violence as a Human Rights Issue* to be held Tuesday, November 16, 2021, from 7:00 pm to 8:30 pm by Zoom. The panelists are Dovie King, Mei-Ling Ellerman and Stephanie Howard. Moderator will be Darren Kew, an associate professor at UMass Boston. Jenny made a motion to accept the recommendation to host the program and Richard seconded the motion. Members present voted unanimously in favor of the motion. Richard asked if any help is needed and Dovie suggested that everyone publicize the event with their personal contacts. Dovie then proposed HRDEIC authorize her to draft a public statement that domestic violence is a human rights issue. Steve made a motion to approve making the public announcement/statement, it was seconded by Yamini, and the motion passed unanimously.

8. **Discussion on Agenda Item # 7, phone intake line for public inquiries:** At 7:45 pm Dovie discussed that considerable work has been done on the phone intake line, but Louise Miller put a pause on it to obtain review by Town Counsel. Town Counsel is currently reviewing the proposed intake system. Dovie has drafted a script for the recorded voice message that will be available in English, Spanish, Portuguese, Chinese and Korean. We want the phone line to be inclusive and accessible. The members discussed also making the voice message available in other languages: Russian, Hindi, French, and Haitian Creole. Dovie stated that we should use only languages that members of the Committee internally have the capacity to interpret.
9. **Discussion on Agenda Item # 9, regarding committee action plan 2021-2022,** at 7:52 pm Dovie asked members whether they wanted to stop the meeting at the designated time of 8:00 pm since the meeting started late. Members voted unanimously to end the meeting as close to 8:00 pm as possible and to table this issue for the next meeting.
10. **Topics Not Reasonably Anticipated 48 Hours in Advance, if any:**
None.

11. **Announcements:** Jane mentioned an upcoming Intercultural Competency Workshop, hosted on Zoom by Digital Commonwealth, Wednesday November 17, 2021 at 1:00 pm. Janot mentioned Our Wayland is hosting a Community Conversation series honoring Native American Heritage Month, by Zoom on Sunday, November 7, 2021 from 4:30 - 6 pm. Speaker Gina Fox from Carlisle is a member of the Wampanoag Tribe. Janot mentioned the next Open Meeting Law Training will be on November 16, 2021 at 9:30 am.
12. **Next meeting Date:** Wednesday, November 17, 2021 at 6:00 pm, remote by Zoom.
13. **Adjourn:** Karen made a motion to adjourn, seconded by Janot. It passed unanimously and the meeting ended at 8:03 pm.