

## Meeting Minutes | Wayland Human Rights, Diversity, Equity, and Inclusion Committee (HRDEIC)

January 17, 2023 6:00 pm - 8:00 pm

**Members present via Zoom:** Karen Blumenfeld (Committee Vice-Chair, meeting chair tonight), Steve Wynne (Clerk), Janot Mendler de Suarez (taking notes), Yauwu Tang, Jessica Schendel, Heather Pineault

**Members absent:** Yamini Ranjan (Committee Chair), Mei-Ling Ellerman, John Bugbee (Acting Town Manager)  
Guest present: Acting Police Chief Burman

**1. Call to Order:** Karen took a roll call to verify a quorum and called the meeting to order at 6:00 pm. Yauwu read the Indigenous Land Acknowledgement.

### **2. Public Comment:**

Sarah Peterson advocated for inclusion of those with limited verbal ability and all who may not feel they have a voice. She requested that the HRDEIC approve her proposed concept for installing welcoming signage at Wayland High School. Sarah is also presenting her proposed signage to the School Committee and DPW.

Eden-Reneé Hayes said she is new to the town and requested that the text of the proposed school sign be read aloud and the visual sketch of the proposed signage be shared; Karen noted that this is on the agenda later.

Mary Ann Borkowski thanked the Committee for its work and requested getting an Indigenous land acknowledgment read at Wayland Town Meeting or providing a handout; she volunteered to help.

Acting Police Chief Burman provided an update on the hate graffiti investigation. He wanted people to know the Dept. is still actively working on it, sharing information with state and federal partners, with interviews ongoing.

**3. Vote to approve December 20 and December 27, 2022 meeting minutes.** Heather moved to accept the Dec. 20 minutes, and Steve seconded: the motion passed by unanimous roll call vote. Jessica moved to accept the Dec. 27 minutes as amended, and Steve seconded: the motion passed by unanimous roll call vote. Karen asked that Steve check to ensure all minutes approved through December 2022 have been posted to the town website.

**4. Discussion of January 17, 2023, Day of Impact at Wayland Public Schools and possible vote on next steps for HRDEIC following graffiti incident.** Janot and Heather explained the genesis and goals of the Day of Impact and steps taken in the schools to enable students to participate. Karen suggested two HRDEIC members form a working relationship with two school committee members; Heather and Janot volunteered, with Jessica as backup. Discussion included combining calendars with the schools, restorative justice community conversations, and a rapid incident response protocol. Janot moved to give the Chair and Vice Chair the responsibility to rapidly respond to an incident, to bring the issue to the committee and call a special meeting as needed. Steve seconded; the motion passed unanimously by roll call vote. Yamini or Karen will follow up with Chief Burman.

**5. Discussion with Nora Noteman of the Wayland Cultural Council (WCC) and possible vote to cosponsor signage.** WCC wishes to collaborate with the HRDEIC on efforts to normalize a culture of diversity, equity and belonging, and is proposing four banners that say “Welcome to Wayland, You Belong Here” in all the languages listed on the WPS website, including American Sign Language. WCC would like to reserve the public signboards as a default when unreserved. Discussion included co-sponsorship, design, dissemination, translation, and Sarah Peterson’s separate welcoming school entrance sign proposal. Heather moved to co-sponsor the WCC signage and for Steve to support design. Steve seconded, and the motion was approved by a unanimous roll call vote.

**6. Discussion of criteria for HRDEI statements, including possible vote on a statement regarding Reproductive Healthcare as a Human Right.** The draft meets recently agreed criteria for HRDEIC Statements. Janot moved, seconded by Steve, to issue the statement with typos corrected; the motion passed by unanimous roll call vote.

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### 7. Committee updates.

- a. **Reporting line:** Steve gave a progress update. He and Mei-ling will meet with John Bugbee and IT on the mainly technical steps needed to activate the intake line; the content has already been approved.
- b. **Multicultural festival:** Janot and Yauwu confirmed the date and venue: with the School Dept advice, May 21 was chosen to avoid competing with graduation weekend. It will be at the High School for a rain-or-shine event with many logistics streamlined. The Boston Parents Council has been invited, and two students have joined the planning group, which has identified major tasks and will choose leads and co-leads for each. Many volunteers have been working on Race Amity Day and would like to see a linkage. The planning group is learning from the very active involvement of the Wayland Chinese American Association, which has valuable experience with the Lunar New Year event. The planners will define a name and tagline and plan a site visit. They hope to fundraise with a program book, give honoraria to performers, and explore collaborating with the Police Dept. Suggestions included: reaching out to elementary school PTOs about combining with their World Fair; providing a We Belong to Wayland map activity for people to indicate where they are from; inviting local businesses and restaurants to participate; making it primarily an HRDEIC-branded event “in partnership with” the MA Race Amity Day group and other local entities; and addressing the structural aspects of oppression.
- c. **Recruitment:** Heather reached out to Caroline Han and Allyson Mizoguchi about the open student positions, and six students responded with interest. Discussion on how to engage students more included setting up an HRDEIC student club that could have a standing report to our meeting and work together on initiatives, e.g., a multicultural festival. In addition, Janot shared a suggestion from WHS student Theo Ghosh to open candidacy to at least one Middle School student. Heather has also opened a discussion with the Middle School principal.
- d. **HRDEIC letters to the Select Board:** Karen confirmed that three HRDEIC letters to the Select Board have been posted to the HRDEIC web page: on policing, the graffiti incident, and the Superintendent investigation.
- e. **Cultural calendar:** Karen reported that Brookline has an annually updated school calendar; ADL has a cultural calendar we can look at and consider linking on the HRDEIC website. Heather can discuss this with the schools.
- f. **Equity audit, DEI position:** John Bugbee is moving forward to get the equity audit in the budget; unlikely that the DEI position will be funded this year. The resource guide, updated by Jessica to include information on a hate reporting hotline and reproductive health, has been sent to Chris Costello to post to the website.

### 8. Topics not reasonably anticipated 48 hours in advance:

Jessica noted that Wayside Youth and Family Support Network has training in DEI.

Steve will send out new combined meeting dates and notetaking assignments with instructions.

9. **Adjourn:** Steve moved to adjourn, seconded by Jessica, and by unanimous roll call vote adjourned at 8:04 pm.

**Next Meeting Date:** February 21, 2023 at 6:00 pm

### Documents discussed during the meeting:

- Meeting Minutes for 12/20/22 and 12/27/22.
- Draft Statement on Reproductive Healthcare as a Human Right