

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

February 21, 2023 6:00 pm - 8:00 pm

**Members present via Zoom:** Karen Blumenfeld (Committee Vice-Chair, meeting chair tonight), Janot Mendler de Suarez, Yauwu Tang (taking notes), Jessica Schendel, Heather Pineault, Eunjee Kang, John Bugbee (Acting Town Manager)

**Members absent:** Yamini Ranjan (Committee Chair), Mei-Ling Ellerman

**1. Call to Order:** Karen took a roll call to verify a quorum and called the meeting to order at 6:06 pm. Jessica read the Indigenous Land Acknowledgement.

**2. Public Comment:** (postponed until after item 7 due to technical difficulty)

Anna P. asked about the status of the Police investigation of the graffiti perpetrators.

**3. Welcome to new members.** Karen announced newly appointed members Chloe Voight, Carlin Gruber, Eunjee Kang, and Kanmani Sekhar.

**4. Review and possible vote to approve Jan 17 meeting minutes.** Jessica moved to accept the January 17 minutes, and Heather seconded: the motion passed by unanimous roll call vote.

**5. Discussion and possible vote to name a new HRDEIC Clerk.** Janot moved to name Jessica to be the new HRDEIC Clerk, and Heather seconded: the motion passed by unanimous roll call vote.

**6. Town Manager updates:** (Postponed until after item 7) The Acting Town Manager, John Bugbee, provided the following updates:

(a) Summary of Feb 13, 2023, Select Board meeting with HRDEIC representatives (about the Board's and the town's progress on recommendations made in the HRDEIC's [12/30/22 letter](#) to the Select Board following the racist graffiti incident). Some key points were addressed: Equity assessment, DEI position, town diversity effort, the launch of the reporting line, designation of a Civil Rights Officer in the Police Department, etc.

(b) Status of the police search for the graffiti perpetrator(s) - ongoing with no limit on duration and with significant resources devoted to it.

(c) How the Acting Town Manager's role will change with the new Town Manager on board.

**7. Discussion and possible vote on HRDEIC's next steps and recommendations to address community learning, healing, and change-making in light of Superintendent Dr. Omar**

**Easy's February 10, 2023 discrimination claim** – Wayland Race Amity Group is organizing a series of "Community Conversations on Race Amity" and seeking co-sponsorship from Wayland organizations. Heather moved that the HRDEIC co-sponsor the first program featuring the former Wayland METCO Director Manuel Fernandez, possibly moderated by current METCO Director La Toya Rivers, and possibly co-sponsored by other Wayland organizations. Jessica seconded, and the motion passed by unanimous roll call vote.

In light of Dr. Easy's discrimination claim, two follow-on activities were discussed: Engaging in community conversations and including all town departments in the proposed equity assessment. There was a consensus that learning and dialog among all Wayland groups are essential for community healing and moving forward, and various activities were discussed. In addition, the committee discussed the need, possible issues, scope, funding, and authority of including schools in the town equity assessment. John expressed that the school has its own say and needs concerning an equity assessment. He noted that hiring a consultant as a 'thought partner' could help scope the RFP. A Town Meeting article is being considered for town approval, and no more funds are available for consulting contracts in the 2023 budget, so other funding avenues are being explored. John also expressed his desire for the HRDEIC to take a lead in supporting the equity assessment, and committee members expressed willingness to provide this support.

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**New Member Eunjee Kang joined the meeting at 6:56 pm.** The committee welcomed Eunjee Kang and showed appreciation to outgoing member Steve Wynne for his outstanding service.

**8. Discussion and possible vote to express support for Sarah Peterson's concept to place permanent welcoming/belonging signage at the high school, to be funded through community fundraising.** Janot moved to support the concept of placing permanent signage at the high school to be funded through community fundraising. Heather seconded, and the motion passed by unanimous roll call vote.

### 9. Committee updates

**a. Multicultural Festival:** Concerns were expressed about many community events around the same time, including Arts Wayland on the same weekend. The committee decided to reach out to Arts Wayland to seek possible collaboration for a whole community celebration. The Field House has been reserved for May 21, 2023.

**b. Cultural calendar:** postponed to next meeting

#### **c. Upcoming dates:**

February 27, 2023: HRDEIC presentation to the Select Board on policing recommendations made in the HRDEIC's [12/21/22 letter](#) to the Select Board

March 7, 2023, Wayland Library Great Presenters Series: Serious Fun for Global Change: Lessons from Climate & Antiracism, with HRDEIC member Janot Mendler de Suarez, and Pablo de Suarez

April 4, 2023: Wayland's New Human Rights, Diversity, Equity and Inclusion Committee, with HRDEIC members Yamini Ranjan and Karen Blumenfeld

**d. Reporting line and promotion:** postponed.

### 10. Discussion and possible vote on training requirements for the reporting line

Postponed.

### 11. Discussion and possible vote to recommend to Town Moderator that an Indigenous Land Acknowledgment be read out at the beginning of the Annual Town Meeting.

Yauwu motioned to recommend that the land acknowledgment be read out at the Annual Town Meeting, Jessica seconded, and the motion passed by unanimous roll call vote.

**12. Discussion and possible vote on how to support HRDEIC's design needs and whether we need to do more to communicate with the community.** The committee realized that there is a lack of means for us to communicate with our community in a timely manner. Several options were discussed. Eunjee is available to support Yamini in social media solutions. John informed us that there is a town protocol for dealing with press releases, which a public relations company handles. We should send any proposed press releases to John for vetting.

### 13. Topics not anticipated 48 hours in advance

Yauwu announced that a member of the Chinese Community is running for a position on the Board of Public Works.

Karen noted that the HRDEIC respects non-voting members' opinions, and everyone can vote.

In the future we may discuss the possibility of rotating the chair for meetings.

**14.** Janot moved to adjourn, Jessica seconded. Meeting adjourned by unanimous roll call vote at 8:04.

**Next meeting:** Tuesday, March 21, 2023

**Documents discussed during the meeting:** Meeting minutes for January 17; Sarah Peterson's proposed signage