

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

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

Members present via Zoom: Yamini Ranjan (Chair), Karen Blumenfeld (Vice Chair, taking notes), Jessica Schendel, Clerk, Mei-Ling Ellerman, Carlin Gruber, Eunjee Kang, Janot Mendler de Suarez, Heather Pineault, Kanmani Sekhar, Yauwu Tang, John Bugbee (Assistant Town Manager). **Members absent:** Chloe Voight

1. Call to Order: Yamini took a roll call to verify a quorum and called the meeting to order at 6:04 pm. Yamini read the Indigenous Land Acknowledgment.

2. Public Comment: None

3. Welcome to newly appointed members Chloe Voight, Carlin Gruber, Eunjee Kang, and Kanmani Sekhar and review of group norms

4. Review and possible vote to approve February 21 meeting minutes. Heather moved to accept the Feb 21 minutes, Janot seconded, and the motion passed by unanimous roll call vote. (This item was addressed after #5.)

5. Assistant Town Manager update on equity assessment. John stated that the Select Board has allocated \$100k for a Town equity assessment. He said the next step is to hire a “thought partner” to help determine the scope of the assessment so that an RFP can be written. He explained that an RFP won’t be needed for hiring a thought partner if the cost is under \$10k. A committee member suggested Wayland resident Eden-Renee Hays, Ph.D., owner of Pluralism Solutions, as a potential thought partner. John stated that once an RFP is issued for the equity assessment, hiring a consultant will likely take 30-60 days. John wants the HRDEIC to assist with scoping the assessment and developing criteria to evaluate consultants. *Kanmani arrived at 6:15 pm.*

6. Committee updates.

a.) Multicultural festival: discussion and possible vote on marketing materials. The festival planners met with Arts Wayland, which is planning a town-wide program on May 20. It was decided to keep the Arts Wayland event and Multicultural Festival separate. The Multicultural Festival will take place on May 21 in the WHS Field House. The working title is *Wayland Community Multicultural Festival*. Performances are being lined up, and co-sponsors are being sought. The Wayland Chinese Cultural Association is actively involved. The planners hope to provide honoraria to performers. The Weston Wayland, Interfaith Action Group, has offered a \$360 donation. It was asked whether the Select Board might offer funding; John noted that a formal request would be needed. An email address has been created for the festival: waylandmulticulturalfestival@gmail.com.

b.) Schools: meetings with School Committee counterparts, cultural calendar. It was reported that WHS Principal Allyson Mizoguchi hopes to revive a high school club similar to the HRDEIC. Kanmani and Eunjee offered to explore this with a teacher. Janot and Heather met with their School Committee counterparts. Their counterparts are hopeful that the Town equity assessment will include the Schools. The Schools have a calendar of cultural holidays for teachers which, it was reported, Dr. Mizoguchi plans to publicize in the community. The Schools are also working to publicize current, past and planned diversity, equity, inclusion and belonging initiatives.

c.) Policing: HRDEIC’s Feb 27th presentation to SB on its [12/21/22 policing letter](#). Yamini and Mei-Ling presented the HRDEIC’s policing letter to the Select Board and learned that Acting Chief Burman has been actively working to implement many of the HRDEIC’s recommendations. The Select Board asked the HRDEIC to prioritize its recommendations.

d.) Community Conversation on Race Amity. A date has yet to be set for this program.

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e.) Discussion and possible vote to (1) endorse DOJ Community Relations Service SPIRIT Program for the Town of Wayland, and (2) ask the Select Board and School Committee to co-sponsor this program with the HRDEIC.

The DOJ Community Relations Service collaborates with communities, at no cost, to offer a City SPIRIT program. The program brings together the community and government representatives to identify issues impacting the community, develop solutions, and create a group to implement solutions together. Heather moved to endorse the SPIRIT program, Janot seconded, and it was unanimously approved. Janot moved to request endorsement of the Select Board to move forward with the SPIRIT program. Yauwu seconded, and it was unanimously approved.

f.) Reporting line update. Discussion and possible vote on (1) someone to partner with Mei-Ling on the reporting line; and (2) training for reporting line responders. A phone number for the reporting line has been assigned. The next steps are to: record an announcement; determine how responders will return calls; assign a URL; determine a confidential way to store data; publicize the reporting line; and get the first reporting line responders trained. Questions about confidentiality, mandatory reporting situations, and whether student committee members can serve as responders were discussed. Carlin volunteered to work with Mei-Ling and the Town on IT issues. Mei-Ling and Yamini volunteered as reporting line responders for the first month, and Mei-Ling and Jessica volunteered for the second month. Jessica will volunteer for the third month with another committee member to be identified. Mei-Ling moved that reporting line responders take the March 6th recorded [coercive control webinar](#) as training. Janot seconded, and the motion was unanimously approved.

g.) Discussion and possible vote to delegate responsibility to Mei-Ling and Karen to meet periodically with Acting Police Chief Burman, together with Jeff Kurtz and Mary Ann Borkowski of the Policing Working Group. It was agreed that this will keep the communication lines open. John will participate. John will find out whether meetings have to be recorded.

h) Discussion and possible vote on whether to delegate responsibility to two HRDEIC members to partner with [Stopping Stones](#) and other Wayland entities to raise awareness of the history of slavery in Wayland. Kanmani volunteered to work on this with former HRDEIC member Jane Sciacca.

i) Update on request to include a land acknowledgment at Annual Town Meeting. The Town Moderator has given permission for us to read aloud the HRDEIC's land acknowledgment toward the end of Annual Town Meeting as part of a Warrant Article for committee reports.

j) Identify a committee member to work with DPW to post the HRDEIC banner for Pride Month. Kanmani volunteered to work with DPW on this.

8. Announcements: none

9. Topics not reasonably anticipated 48 hours in advance

John was asked to clarify the budget cycle for obtaining funds for the 2024 Multicultural Festival.

10. Adjourn: Heather moved and Jessica seconded. The meeting adjourned at 8:09 by unanimous roll call vote.

Next Meeting Date: Tues, Apr 18, 2023, 6:00 pm (also Tues, Apr 4, 7:30 pm, HRDEIC presentation at the library)

Documents discussed during the meeting:

- Meeting Minutes for 2/21/23
- Department of Justice Community Relations Service SPIRIT program slides