

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

### Meeting Minutes | January 16, 2024, 6pm

**Present:** Karen Blumenfeld (Vice Chair, chairing meeting), Mary Ann Borkowski (taking notes), Mei-Ling Ellerman, Carlin Gruber, Eunjee Kang, Heather Pineault, Kanmani Sekhar, Janot Mendler de Suarez, Jessica Schendel (Clerk), Yauwu Tang, John Bugbee (Assistant Town Manager), **Absent:** Chloe Voight  
**Tech Support:** Robbie Bullard

**1. Call to order:** The meeting was called to order at 6 pm. Karen took a roll call. Heather read the Land Acknowledgement.

**2. Public comment:** None

**3. Discussion and possible vote on new chair, vice chair due to a resignation:** The remaining term is through June 30, 2024. **MOTION:** that Karen serve as Chair until June 30, 2024. Heather proposed, Janot seconded, and the motion passed unanimously. *Eunjee joined the meeting at 6:17 pm.* No one volunteered to serve as Vice Chair, so members decided to serve as Vice Chair in rotation - February: Mary Ann; March: Carlin; April: Yauwu; May: Heather; June: Eunjee. *Kanmani joined the meeting at 6:21 pm*

**4. Discussion of HRDEIC membership openings, recruitment of new members, and the need for a social media point person:** The HRDEIC has openings for 2 voting members and 3 associate members; all members were encouraged to look for recruits. The committee needs a member with social media skills. Eunjee is willing to fill this role, and Kanmani will ask a friend who might be interested. Members should seek social media support as programs and events develop.

**5. Review and possible vote to approve December 19, 2023 Meeting Minutes:** **MOTION:** to accept the December 19th meeting minutes. Yauwu proposed, Heather seconded, and the motion passed with 7 votes in favor and 3 abstentions: Mei-Ling, Carlin and Janot (not present at the December meeting).

#### **9. Updates and discussions on:**

**Equity Assessment** - *This item was taken out of sequence.* The RFP has been issued. There will be a pre-bid meeting for prospective bidders on January 19, and final bids are due on January 25. The bid evaluation team will evaluate each vendor's proposal, excluding the price proposal, and make recommendations to the Town Manager (TM), who, with the procurement officer, will consider the price bids. The Town Manager will select a bid and finalize the contract within approximately 5 weeks. The bid evaluation team comprises John Bugbee, Eden-Reneé Hayes and Karen Blumenfeld. One additional person may be added. The Equity Assessment is expected to take about a year to complete. *John Bugbee left the meeting at 7:00 pm.*

**6. Discussion and possible vote on draft guidelines for deciding whether the HRDEIC will sponsor or co-sponsor community events:** The Committee reviewed and amended a draft developed by Yauwu and Karen. #4 now reads: 'Will the HRDEIC support diverse programming that addresses other identities and traditions?' In #6, 'party or' was added between 'political' and 'candidate.' A new #7 was added: 'Do the program or presenter have affiliations that are likely to exclude or be hurtful to members of groups due to their identity, including but not limited to race, ethnicity, ancestry, national origin, sex, sexual orientation, gender identity, age, religion, or disability?' The original #7 became #8 and was changed to: 'Is the program likely to be construed as religious proselytization or coercion?' **MOTION:** to accept the Guidelines as amended. Janot proposed, Jessica seconded, the motion passed unanimously.

**Wayland Human Rights, Diversity, Equity and Inclusion Committee (HRDEIC)**

**Meeting Minutes | January 16, 2024, 6pm**

**7. Discussion and possible vote on whether to co-sponsor the Wayland Chinese American Association's Lunar New Year Celebration, Saturday, Feb 10, 2024, at Wayland High School:** **MOTION:** to co-sponsor the Wayland Chinese American Association's Lunar New Year Celebration. Janot proposed, Yauwu seconded, and the motion passed unanimously.

**8. Discussion and possible vote on whether to co-sponsor two programs with the Wayland Library, as well as other possible co-sponsors: a program on the multiple meanings of the Swastika symbol and a program on the Massachusetts flag and seal:** **MOTION:** to co-sponsor the two programs with the Wayland Library, provided Karen and Mary Ann continue to communicate with the library until the details about the programs and their presenters are finalized. Janot proposed, Yauwu seconded, and the motion passed unanimously. *Eunjee Kang left the meeting at 7:30.*

**9. Updates and discussions on:**

- **January 7th Domestic Violence/Coercive Control** program was very successful. Snow made the event virtual only, with up to 50 attendees. The recording was sent to attendees and all HRDEIC members and will be added to the website. Dr. Fontes will offer her book to town leaders. Members were asked to continue to reach out in support to domestic abuse victims.
- **Multicultural Festival** The Wayland Cultural Council awarded the HRDEIC a generous grant of \$2100. The tentative Festival date is May 19. Jessica will ask the Garden Club if their plant sale could take place in the same location. Janot hopes representatives of the Wayland Cultural Council, WaylandCAN, the Wayland Garden Club, and more will join in planning. Kanmani and Carlin might help with PSAs as planning goes forward.
- **SPIRIT program** planning continues for this April 28<sup>th</sup> program, with monthly meetings with a 20-person community Planning Group and weekly meetings between Karen, Mary Ann and the Department of Justice Community Relations Services.
- **Equity assessment** see 9 (above)
- **Petitioner's article on changing the MA flag and seal** has been submitted to the Town Clerk with help of attorney and Wayland resident Kim Winter. Karen was asked to find out whether the HRDEIC can vote to support the Petition and, if so, whether its vote of support would appear on the Town Warrant.

**10. Discussion of when to issue statements for cultural holiday observances:** Mary Ann, Carlin, Heather and Kanmani will look into HRDEIC statements and the HRDEIC website and bring a proposal to the next meeting.

**11. Discussion of ways the HRDEIC might contribute to the fair housing discourse in Wayland:** Janot reported on several Massachusetts housing policies around affordable housing, resettlement of refugees, housing legislation, safe harbor rules, affordable auxiliary dwelling units, etc. Janot will bring more information to the next meeting and wants to set up a working group.

**13. Adjourn:** **MOTION:** to adjourn the meeting, proposed by Mary Ann, seconded by Heather, passed unanimously.

**Next meeting:** Tuesday, February 20, 2024 – All remote, at 6 pm.

**Documents reviewed:** December 19 draft meeting minutes, draft guidelines for program sponsorship/co-sponsorship