

Meeting Minutes
Wayland Human Rights, Diversity, Equity, and Inclusion Committee (HRDEIC)
September 20, 2022, 6:00 pm - 8:00 pm

Members present via Zoom: Karen Blumenfeld (Meeting Chair), Yamini Ranjan (Committee Chair), Heather Pineault, Yauwu Tang, Steve Wynn (clerk), Janot Mendler de Suarez, Jessica Schendel (notetaker), John Bugbee (staff), Robbie Bullard, (staff) WAYCam

Members absent: Mei-Ling Ellerman, Isabel Xue

Call to Order and public comment: Jessica read the Indigenous Land Acknowledgement, Karen took a roll call to verify a quorum and called the meeting to order at 6:00 pm. There were no public comments.

1. **Approval of meeting minutes:** Minutes of the meetings on August 16, 2022 and August 30, 2022 respectively were approved as written.
2. **Training for community reporting line:** In view of Mei-Ling's absence, this item was not discussed. Committee members were asked to think of questions we might have on this topic and to submit them before the next meeting to Mei-Ling for her consideration.
3. **Engagement of community volunteers in the work of HRDEIC:** Ways in which community members might be engaged in the work of the Committee were discussed. Suggestions were as follows:

A. Volunteers from a 'Friends of HRDEIC' group might help with grant-writing, event planning, etc. Volunteers could work with one or two Committee members at a time. This group might attract a more diverse representation of the Town. Involvement in the 'Friends' might lead to a person's interest in serving on the Committee. All Committee members were asked to reach out to people in their own circles, including former members, to assess interest. Steve volunteered to do publicity and to keep a spreadsheet of people's interest in volunteering.

6:26 Janot joined the meeting

B. The HRDEIC currently has 3 vacant voting positions and up to 4 vacant non-voting positions, including high school students. Heather will contact Caroline Han, Director of Diversity, Equity and Belonging at Wayland Public Schools and Tony Laing, Metropolitan Council of Educational Opportunity (METCO) Director, for help in identifying potential student members. Steve's publicity will clarify that non-voting positions are open to anyone who is part of the Wayland community, regardless of whether they are registered voters in town, for example those who work in town, are connected through METCO etc.

4. **Cultural Council grant:** The Committee authorized a small group to work on the application, which will comprise Jessica as lead, Steve and Janot. The deadline is October 17. Rachel Sideman-Kurtz, Cultural Council Chair, offered the following information:

- a) the state gives a certain amount of money to the town Cultural Council, which in turn assesses local applications and chooses which ones to support, generally up to a max. of \$1,000.
- b) Wayland Cultural Council encourages groups to co-sponsor events.
- c) applications can be made by non-profits, town entities or individuals
- d) Following the October 17 application deadline, the Council makes their determinations in November. Unsuccessful applicants are notified first and then successful applicants at the beginning December.
- e) Applications can be for projects from June 2022 to September 2023.
- f) In successful applications, expenses already incurred will be reimbursed.

Meeting Minutes
Wayland Human Rights, Diversity, Equity, and Inclusion Committee (HRDEIC)
September 20, 2022, 6:00 pm - 8:00 pm

Janot runs virtual anti-racism workshops and wants to offer them to the town. She is looking to co-sponsor with other local groups for the purposes of wider outreach and cost-sharing. Rachel said that Janot could apply for a grant as an individual. Yamini asked about a potential conflict of interest but was assured that an individual application by a member of the HRDEIC does not constitute a conflict of interest with the committee's application.

7. Town-wide Multicultural Event: Yauwu, Steve and Janot will lead the organization of this event. The nature of the event was discussed and agreement reached that it will be an outdoor, tented event featuring various ethnic and social groups in Wayland. Janot likened it to Race Amity Day and reminded us that Governor Baker had signed into law that the second Sunday in June be recognized annually as Race Amity Day. It was suggested that the HRDEIC event be held on that day but it was not convenient for some members. Instead, the date of Sunday, June 4th. was proposed. Ideas for the event were as follows:

- a) Invite other town committees and organizations to co-sponsor or at least participate.
- b) Ask local restaurants to provide food for the event.
- c) Invite performing and other arts organizations to participate - Arts Wayland, Vokes Theater, High School a cappella groups, etc.

Many details remain to be discussed so this item will be on the agenda for every meeting.

7:37 Yamini left the meeting.

8. Public Education Programs: We plan to co-sponsor various public education programs in the future and volunteers were sought to make initial approaches to certain groups.

- a) Library - Yauwu and Jessica will co-ordinate with Courtney Michael at the library.
- b) Climate - Janot will discuss with the Energy and Climate Committee
- c) Lauren Dunne Astley Memorial Fund - Karen will speak to Malcolm Astley
- d) Community Police Relations - Karen will speak to someone from the Department of Justice.
- e) Schools - Heather will coordinate and suggests collaborating on a Winter Week program.
- f) Yauwu suggests organizing an information session on town government.

9. Lived Experience Survey and End Hate Now Hotline: It was agreed that these resources be added to the HRDEIC website

10. Announcements: A shorter version of our Annual Report (1,000 words) has been submitted to the Select Board.

11. Topics not reasonably anticipated 48 hours in advance: At the Select Board meeting on September 19, the Acting Town Manager, Stephen Crane spoke of the HRDEIC requests. Mei-Ling and Steve will coordinate a meeting with Town Counsel to discuss the community reporting line. Stephen Crane and John Bugbee will speak with the committee about implications of the Town Manager Act. Steve will create and circulate a rotation list for meeting note-takers.

12. Adjourn: Steve made a motion to adjourn and Yauwu seconded. The motion passed unanimously and the meeting ended at 8:00 pm.

13. Next meeting: will be held on October 18, 2022 at 6:00 pm.