

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

December 20, 2022 6:02 pm - 8:02 pm

**Members present via Zoom:** Karen Blumenfeld (Committee Vice-Chair, meeting chair tonight), Steve Wynne (Clerk, taking notes), Yauwu Tang, Jessica Schendel, Heather Pineault, Mei-Ling Ellerman, John Bugbee (Acting Town Manager)

**Members absent:** Yamini Ranjan (Committee Chair), Janot Mendler D'Suarez

**1. Call to Order:** Karen read the Indigenous Land Acknowledgement and took a roll call to verify a quorum and called the meeting to order at 6:02 pm.

**2. Public Comment:** none

**3. Vote to approve November 15, 2022 meeting minutes:** Steve moved to accept the minutes as amended. Heather seconded. Roll call vote with unanimous approval.

### 4. Committee Updates:

- a) **Reporting Line:** Mei-Ling and Steve were not able to meet with Town IT staff, no updates
- b) **Cultural Council Grants** – Jessica stated the Wayland Cultural Council Grant is approved, the Massachusetts Festival Grant application was filed, and a decision on the latter will be forthcoming in February 2023
- c) **Multicultural Festival** – Yauwu reported the organizing group held a meeting on November 22, 2022. Several team members are part of Chinese Cultural associations and have extensive experience organizing similar events. Date proposed: May 21, 2023. Wayland High School auditorium and field house availability have been confirmed. The organizers will reach out to the METCO coordinator and superintendent, and cultural groups in Wayland.

Heather noted that Saturday May 20, 2023 is the Arts Wayland Expo. We discussed the potential benefits of collaborating with Arts Wayland on a combined event. John Bugbee and Mei-Ling offered to initiate communication with Arts Wayland to explore possible collaboration.

- d) **Recruitment Flyer and next steps, including possible vote on final design** – Steve presented three versions of the recruitment flyer. Members considered the second version in green as best, with minor edits to copy and the image. Jessica moved to approve the green version with minor edits, Yauwu seconded. With a roll call vote, it was approved unanimously.

Heather has reached out to students with at least one possibly interested in joining the HRDEIC. Yauwu also knows two students who may be interested.

- e) **HRDEI 11/19 letter to Select Board: transmittal to School Committee, possible vote on public comment during next School Committee meeting** – This is the same HRDEI letter Yamini read out to the Select Board at their November 21, 2022 meeting. The letter was transmitted to the School Committee, and they offered that Yamini or Karen would read a two-minute summary of our letter during public comment at the next School Committee meeting on Wednesday January 4, 2023. Steve moved to approve reading the letter at the meeting, Mei-Ling seconded. With a roll call vote, it was approved unanimously.

### 5. Acting Town Manager Updates: by John Bugbee

- a) **Open Meeting Law (OML)** –Wayland Town Counsel clarified the HRDEIC cannot email documents between members to review or finalize, even if replies would only be going back to one person, for example the chairperson. All edits or amendments to documents must be made during a public meeting. John will further review this issue with Town Counsel. Fewer than a quorum of members may edit documents through email.
- b) **Equity Audit** – John reported that an equity audit is expected to be included in the FY24 Town operating budget in an amount to be determined. Karen will collect information through the MA Human Rights Coalition on other municipalities' equity audits.

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John also stated the Select Board, after a comprehensive search, has identified Michael McCall as the person they will offer the position of Town Manager. McCall is currently the Town Manager in Southbridge, MA. If contracted, McCall's start date will be February or March.

**6. Discussion and possible vote to develop recommendations to the Select Board for moving forward in light of the former police chief investigation.** *The day before our meeting the HRDEIC received a letter from the Wayland Policing Working Group, an established community group focused on policing issues. The HRDEIC's Mei-Ling Ellerman is a member. The letter outlines detailed recommendations for Wayland moving forward on this issue.*

The committee discussed and agreed to endorse the Policing Working Group's recommendations rather than generate new or additional recommendations. Agreement was reached to keep the focus on women and gender bias. Steve moved that the HRDEIC will endorse the Policing Working Group's letter, send it to the Select Board and ask for 15 minutes on their agenda for Mei-Ling and/or Yamini to present. Heather seconded. With a roll call vote, it was approved unanimously.

**7. Discussion of a recent incident and the role of the reporting line.** This agenda item was proposed by Yamini, but as she was not able to attend, Karen suggested we pass over the item until a later meeting. Additional discussion points were raised: 1) Pathways to Restorative Communities implements restorative justice work, train the trainers, and consults during major conflicts – they might be a good resource, and 2) The Recommendations of the Governor's Task Force on Hate Crimes, Nov 19, 2018 recommends that municipal police chiefs adopt state Hate Crimes Task Force Guidance, including designation of a Civil Rights Officer, a point person for investigation of hate crimes and civil rights issues. John B will research if Wayland has ever appointed a Civil Rights Officer.

**8. Discussion of HRDEI statements, including possible vote on a statement regarding the Supreme Court's Dobbs Decision.** Janot and Isabel created a draft statement for review. We discussed whether/when to make statements on human rights issues that go beyond Wayland. We discussed 1) the parameters for creating statements we think appropriate, 2) scope of the issue being local, national, or international, 3) number of statements we produce, 4) time commitment, and 5) anticipated impact. To be consistent in choice of subjects for statements, we considered criteria questions such as: 1) What is the impact on Wayland? 2) Does the issue make a seismic change in Massachusetts? 3) Is there a disproportionately negative effect on marginalized communities? 4) Is our message timely? We decided to revise our Community Resource Guide in 2023 to include additional healthcare related resources. Chris C will determine our web site hits and click throughs for our posted web page statements. Janot and Karen will revise the draft statement and we will review it at a subsequent meeting.

**9. Topics not reasonably anticipated 48 hours in advance:** 1) Janot is now formally a voting member of the HRDEIC. 2) the Metropolitan Area Planning Council (MAPC) has a technical assistance program and gives out grants. They favor programs that enhance racial equity. Karen will review the rolling application process for 2023 and share information at a subsequent meeting.

**11. Adjourn:** Heather moved to adjourn, and Steve seconded. Unanimous roll call vote in favor and the meeting adjourned at 8:02 pm.

**Next Meeting Date:** January 17, 2023 at 6:00 pm

### Documents discussed during meeting:

- Meeting Minutes November 15, 2022
- HRDEIC Recruitment graphics
- Draft Statement on Supreme Court's Dobb's Decision