

MINUTES of the Committee on Diversity, Equity & Inclusion (CDEI) Meeting 21 March 2024

Items highlighted indicate CDEI member action needed.

Pursuant to notice duly filed with the Town Clerk, a meeting of the Committee on Diversity, Equity, and Inclusion was scheduled at 7:00 pm

What: Town of Hadley – Committee for Diversity, Equity & Inclusion (DEI)

When: 21 March, 2024 @7:00 pm

Where: Hadley Senior Center

Who: Mark Dunn (MD), Joanne Goding (JG), Crystal Jackson (CJ), Pat Rissmeyer (via zoom) (PR) and Sarah Strong (SS).

Absent: Megan Relin (MR), E. Wayne Abercrombie (WA), C Randy Izer, (RI)*

*Non-voting member/SB liaison

1. **Welcome, call to order, technical support for meeting** – MD called the meeting to order at 7:10 pm. Thanks to Nick from Hadley Media for technical support.

2. **Opening reflection** – CJ shared her conversation with Dr McKenzie about our desire to help the Haitian immigrants, and how unfortunately there is so much red tape that there is no way for us to give direct help to these families. At least Dr McKenzie knows we care and are standing by ready to help if there is any way we can.

3. **Clerk's report** The group reviewed the 18 January 2024 minutes. JG moved to approve the minutes and MD seconded. The minutes were approved 5-0.

4. **Old Business**

a. **Troy Brin conversation.** We all feel so appreciative of our conversation with Troy Brin, how dedicated he is, and how much thought he put into preparing for our meeting. PR watched the recording, and noted an opportunity for the CDEI to assist Troy with tasks he identified. For example, the CDEI may want to work with Troy and other Hadley leaders to create a common language and mutually accepted definitions of the terms diversity, equity, inclusion, belonging, accessibility and accommodation.

b. Update on discussion about support for families at Knights Inn: see opening reflections

c. Potluck for us as friends to plan separate from and not covering any committee business, probably in June.

d. Race Amity game? and/or other opportunities to build community. No specific plans in the works at the moment, but we hold this as a perennial concern. Perhaps we can partner with Hadley Learns to hold more events, in different venues, to help people come together. MD mentioned again the Hidden Brain podcast, which has had several episodes recently about bridging difference, listening, and finding common ground. It can be found at <https://hiddenbrain.org/>

e. Our annual report was submitted and Jennifer received it.

f. The next senior center movie matinee which we are co-hosting is 14 June 2024 at 12:30 pm, we are re-showing the episode of High on the Hog about Juneteenth. We'll come a little early and bring some snacks: Red velvet cupcakes (PR), Lemonade (CJ), Brownies (MD), fruit. Stay to lead a short discussion after.

5. **New Business**

a. **For next month, bring ideas for moving forward on the ideas coming out of the meeting with Troy Brin.**

b. Hadley Library Strategic Plan: CJ and JG attended, with about 30 enthusiastic people total, of all ages. In several small groups, they brainstormed around topics such as assets and challenges the Library has, pros and cons, threats and opportunities. These ideas will be collated and digested for discussion at the next meeting. This event was recorded, and can be found on Hadley Media.

6. Open Agenda: no new items

7. Closing Reflection MD shared a private conversation with a family member that gave him a lot of hope.

8. Dates of upcoming meetings – MD reviewed the CDEI future meeting dates 4/18, 5/16, 6/20, 7/18, 8/15, 9/19, 10/17, 11/14, 12/12. (we might change 11/14 to 11/21 since 11/21 is not Thanksgiving, stay tuned)

9. Adjournment CJ moved to adjourn. SS seconded. The meeting was adjourned at 8:30 pm by a 5-0 vote.

10. Link to recording of this meeting:

<https://www.youtube.com/watch?v=-m2BXZjgvy8&list=PLuAxVh4DPo5wnG8AueepW2cEqAkB5dr1s&index=1&pp=iAQB>