



DEI Commission Meeting Minutes January 10, 2024

Present: Joe Palumbo, Kristen Hagerty, Jimi Two Feathers, Nancy Brown, Andrea Foncerrada,

Rob Munro, Rose Cratsley

Absent: Ji Orloff, Josh Lee,

Location: zoom online

Call to order: 12:04 pm

Welcome and Introductions and Approval of Previous Minutes

Minutes from December 19, 2023 approved

Chairs Updates

- DEI Commission invited to Jan 24, 2023 economic vitality committee (town house). Andrea and Joe to attend
- 1/10/24 250th permanent memorial committee (library) - Nancy may attend
- 1/16/24 1 pm Social Justice Roundtable REMINDER, please join if you can (library) <https://concordlibrary.assabetinteractive.com/calendar/social-justice-roundtable/>
- 1/17/24 6:30 pm public unveiling of the memorial design (library). Inviting public input.

Discussion on how to ensure that any Commission members accurately represents Commission positions when speaking for the Commission

HDC/HC Warrant articles - update

- DEI chairs have been in communication with HDC and HC re: our desire to have their charges/ documents updated to include a DEI lens
- Andrea will send out the documents to Commission members. Members will reply directly to Andrea with any feedback. Andrea will aggregate comments
- DEI Commission chairs will attend Jan 24 HDC meeting and the upcoming HC meeting. Chairs will present the aggregated comments from the Commission.
- The article will remain on the warrant, and the Commission will confer each month in case we decide not to move the article at Town Meeting

Public comment: Nancy Fresella-Lee, Concord resident. Attending the DEI meetings to listen on behalf of the HC to promote collaboration.

We need both urgency and collaboration to further progress.

Comment from Mark Howell. Select Board hearing 2/26/24, where this article will be presented. Address that the HDC and HC reviewing of their charges and operating documents is a step that eventually all groups in the community will take

Action Plan 23/24 Review and Discussion Areas of FOCUS and updates (if any)

- Andrea is working to coordinate a 3-session training (90 min) for all town commissions/ committees

- Engage with Chamber. Andrea coordinating with Chamber and Town for DEI awareness training .The proposed DEI training will include age as well.
- Engage with public safety - no update
- Reporting System
- Update on community cultural calendar due out this month
 - See town page for upcoming events, especially for MLK Day
 - Draft from Donna coming out this week before being sent to town
- Review and provide input on the upcoming director hire - no update
- Facilitate the increase of cultural programming/cultural markers - , see below on markers and BIPOC school naming and Town interpreter training
- Celebrate the LGBTQIA+ Community through Concord Pride - next meeting 1/18/24 3 pm library; plans to collaborate with Carlisle
 - Upcoming training for Town tour and all Museum Interpreters

Warrant article 22 – Ellen Garrison School naming

Update on Ellen Garrison Middle School Naming Initiative.

1/09/24 School committee distributed process for public input into naming. School Committee will hold 40 minutes of public comment at Feb 06 meeting . They currently plan to make their recommendation that night .

Public Comment

Ed Lerner, Housing Authority. DEI Commission is invited to the next Affordable Housing Roundtable. It can be difficult to fill family housing because Concord is not seen as an inclusive and welcoming community. Connect with Sarah Burns
Speaking for himself. Could we de-couple “Presidents Day” so that it honors Lincoln, but not Washington, given their differences.

Update on historical markers in the town center that are inaccurate and offensive and our work to have them removed - no updates. Waiting for DPW to put on the schedule. Ground is frozen. Mark Howell recommends focusing on the appropriate disposition of signage. Megan Zamutto will be calling a meeting in FEB of HC,HDC and DEI Chairs and Mark Howell to plan next steps

Next Meeting W 1/31/24 7 pm Town House

Adjourn. 1:03