



CONCORD DEI COMMISSION

Meeting Minutes
Monday, January 12th, 2022 7:00pm One-line Zoom Meeting

Commission members in attendance:

Jimi TwoFeathers
Andrea Foncerrada
Alex Fernández
Ji Orloff
Rose Cratsley
Ha Richmond
Annabelle Paushter
Rob Munro

Members of the public in attendance:

Cynthia Rainey (80 Hunters Ridge Rd, Concord)
Leslie Fisher (43 Middle St., Concord)
Rebecca del Giudice (Hayward Mill Rd, Concord)
Amy Robinson
Erin Fife
Karlen Reed
Louisa Paushter (139 Jennie Dugan Rd, Concord)
Court Booth (144 Wright Rd, Concord)
Ingrid Detweiler
Stephan Bader (7 River Street, Concord)
Nancy Brown (96 Forest Ridge Road, Concord)

Approval of Minutes 12/13

12/13 Minute was approved by all the commission members.

Small group work

Small group notes from commission members will be included in the minutes from 2/09/2022.

Visitors shared hopes and visions for the group. Rebecca mentioned that as a member of the COAR group, she wants to report back to the community. Louisa mentioned she is a representative of the human rights commission and wants to find out our vision. Cynthia wants to establish a conversation with the commission to work together in the future. Nancy on behalf of the Women's Voting League, wants to publicize the commission's work and support it. She also mentioned how important housing as an issue was. Ingrid (guest) commented more affordable housing would increase/allow diversity in town.

Ha seconded Ingrid's concern about housing and mentioned tangible DEI goals could start with activities that will showcase the diversity with currently have in Concord. Suggested the commission could advocate for them.

A commission member said they would like to create dialogue spaces for people so we can hear the needs of the members of our community. A follow up question was asked about what we would need to make that happen. It was mentioned that there are different structures to carry them on.

A commission member noted they would like to create a psychological safety for members of our community. They said that an immediate short-term goal could be to carry out a community assessment in order to create these safe places and connect with our community.

It was suggested that the commission should define specific diversity objectives and then specific actions and inclusion mechanisms. They said that it will allow to maximize resources.

A commission member said it is important to know where to start. What is the status quo and where we can get to?

A commission member mentioned she had a conversation with Andrew the director of DEI of the public schools. She suggested we worked together to see what we can work together.

Robert offered to summarize the commission's comments:

To two main conceptual strands:

1. Need to value and make visible members of community that are here.
2. Defining diversity objectives

In order to do both, we could start doing two things:

- a. Community assessment/climate survey
- b. Partner with the Concord Public School District

Ha asked what the assessment involves in terms of specific actions.

Robert said we could look at what other towns have done.

Andrea mentioned assessments could include different exercises like surveys, dialogues, interviews, data analysis and other types of activities depending on the target audience.

Ha, Rose and Annabelle volunteered to form a subcommittee. Robert suggested Jimi should also be part of the group and said he would invite him.

Rose suggested the commission should partner not only with Andrew from the Concord Public School District but also with the DEI heads of other organizations.

Ji, Ha and Andrea volunteered to form a subcommittee to do that.

Matt reminded the commission members that subcommittee meetings need to be public and called to 48 hours in advance. Matt also suggested the DEI commission should submit an opinion on the JTF report from Thoreau Business District meeting before May.

Ha provided a brief description on the DEI/Sustainability Nexus. She mentioned the Sustainability Nexus is looking to partner with the town of Concord to support DEI initiatives.

Public discussion

Rob opened the floor to public comments. Matt said it was a great meeting.

Next meeting

The next meeting will be held either virtually or in-person on February 10th, 2022

Adjournment

Meeting adjourned at 8:27 pm.