



Town of Concord
DIVERSITY, EQUITY & INCLUSION COMMISSION

May 15, 2023 at 12 noon

Present: Joe Palumbo, Andrea Foncerrada, Rose Cratsley, Josh Lee, Nancy Brown, Kristen Hagerty
Donna McIntosh; Mark Howell, Select Board
Absent: Rob Munro, Ji Orloff, Jimi Two Feathers

Meeting called to Order at 12:10 pm – A quorum being present.

Approve minutes of May 2, 2023. Kristen correct Nancy's name and submit.

Nomination of Clerk. Joe nominates Kristen Hagerty for term of Clerk through May 31, 2024, Andrea seconded. All voted in favor.

Town Manager's Monthly meeting. Will set up a regular monthly meeting schedule.

1. **Survey data.** Finalized slides will be available on the town website. Requests for further data/details can be made to the town. By early June 2023, there will be a narrative report available.
 - a. Some of the town committees mentioned in the survey are interested in learning more about the data. Andrea will follow up on that request after getting information from Rose.
2. **DEI Consultant, Lisa Stricker.** Town continues contract work, and the DEI Commission can request her services as we decide. We will work with her to create a roadmap and FOCUS for the year ahead. She will be here June 13, 2023 12:00-3:00 PM for a working session.
3. **Budget.** \$75,000 is available. The focus and roadmap will include recommendations about how to allocate the funds.
4. **Director position.** Town Manager begins work on next year's fiscal plan. We would like a working group of 4 or fewer commission members who can make recommendations about how to structure the position, including what has worked well/lessons learned with other towns. Provide recommendation by July 1, 2023.
 - a. Volunteers: Nancy Brown, Josh Lee
 - b. Kristen suggested that the Commission examine the option of a regional director as well as a town Director.

[Public Ceremonies & Celebrations Committee](#) Discussion

Sue McCrory, Chair Public Ceremonies & Celebrations Committee. Chair as of Feb 2023. Events run from November - Memorial Day.

New events may be considered in support of this committees work to help Concord Build a Welcoming Community.

Town of Concord in collaboration with Robbins House is planning a Juneteenth celebration Meeting with DEI Commission and working to integrate the work that the DEI Commission is doing into the town.

Perhaps there is a potential to add an annual commemoration of Ellen Garrison day.

Upcoming Events

- Saturday May 20, 2023. DEI Commission at Democracy Day 11 AM - 2 PM at First Parish.
- Saturday June 3, 2023. Stow Street Block Party. Looking for DEI Volunteers to host a table for giveaways. Nancy may be able to attend.
- Sunday Jun 11, 2023. Race Amity Day at Alcott Elementary School. Hosted by Concord-Carlisle Human Rights Council. See Ji for more information

- June 17 Pride Pool Karoke at Beede Swim Center
- Monday June 19, 2023. Juneteenth Celebration 12-4 PM at the Robbins House.
- Thursday May 18, 2023 8 pm The Color Purple at Emerson Umbrella

Schools

- **Naming of the new middle school**
 - There is an effort to recommend naming the new middle school for Ellen Garrison. This is being led by the Robbins House, HRC and RJAG. Working to learn the process of how a school is named. Getting agreement on the name as early as possible in the process is important.
 - For next meeting, add a vote if the Commission should publicly support this.
 - **Public comment.** Court Booth. There is a school policy for naming schools, but it appears to be for the region, but not K-8. There may be a policy for public buildings that includes a Select Board process.
- The committee discussed was to always support METCO families at feeling welcome and included in the town and all town activities

Other business

- Incident tracking system and investigating what other town do was discussed and added to the charge for the working group that is organizing local research about the director.
 - Court Booth reports that Andrew Nyamekye has released the school incident reporting system this week.
- Committee discussed ways to encourage businesses to be more inclusive and welcoming. Perhaps we could host a training for businesses in Concord to motivate them to be more inclusive and welcoming. They could earn a 'badge' or equivalent.

These items will be reexamined after our work session and focus setting for the year ahead.

Upcoming Meetings

Tuesday 5/30/23 7-8:30 PM. **ZOOM only**

Tuesday 6/13/23 **12-3:00 PM** at the Town House. Work Session

Public Comment

Mark Howell. Recommend spending time on the 5/30 meeting discussing and focusing our goals so that can inform 6/13 meeting

Adjourn 1:17 PM

Minutes respectfully submitted,
Kristen Hagerty