



### **5/30/23 DEI Commission Meeting Minutes**

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

Lisa Stricker, DEI Consultant for the Town of Concord

#### Action items

- Kristen submit 5/15/23 minutes
- Joe and Andrea to present at Select Board Monday (Juneteenth Flag Raising)

Call to order 7:03 Roll call

Approve May 15, 2023 minutes , Kristen to file

### **Acknowledgment of Juneteenth Request Vote**

Motion for Joe and Andrea to represent the DEI Commission to request that the Select Board fly the Juneteenth flag on June 19, 2023. All in favor.

### **Public Comment**

Honore Weiner 1011 Main St. She had written a letter to the Concord Bridge regarding the Meriam Corner celebration, the references to God and religious elements at the ceremony. She had contacted the Celebrations Committee and Henry Dane, Select Board. She thinks we can celebrate without a belief in God or request that attendees pray to God. The assumption in an underlying belief in a God is not appropriate at the Town level.

The Commission discussed that this is a place where you can talk about these things and asked Honore to keep us informed of her process and communication with the town.

### **Pre Planning for June 13** Work Session led by Lisa Stricker , Consultant

Developing a Focus statement

The Commission needs a focus statement – guiding area of FOCUS . All activities can be evaluated: Does it fit within the focus or not? This will help us hone and accelerate our work Success at the end of XX time period What will it look like ?

This is what is needed to build out our Action Plan for the year

According to Commission members, focus:

- Raising awareness of our current state of inclusiveness
- Determine how to bring more people into the work of advancing equity in the Town
- Dismantle bias in the Town of Concord
- Creating opportunities for diverse groups of organizations/ people to build understanding and appreciate each other for their diverse backgrounds
- Create excitement about what the Town can become
- Bring visibility to the existing diverse groups in Concord
- Uncovering the lesser known diverse history
- Remove traditions and systems that hinder accessibility to engage in dialog

Many of these statements are general. We will narrow to four areas of focus during our work session

#### Working Summary

More people to be aware of the need for DEI work

Remove barriers

Dismantle bias

Show/ communicate DEI work

#### Identify target populations

Target Populations for Commission to be the driving force for change [Andrea comments that there are groups in town that are already supporting certain populations]

- Racial equity
- Socio economic disparity (based on survey respondents Classism)
- LGBTQ+
- Gender expression
- Elderly and Senior Needs (as population ages)

WE acknowledge that FOCUS and this process can be difficult

- Leaving things out
- Getting specifics
- Do we have a built in reflection - 3, 6, 18 months? 18 months is too long
- How are we focusing from the 8 goals presented to Select Board in December
- Preference to get tangible things done
- Getting traction, keeping momentum, and getting things get abstract
- FOCUS can get us results

Communications and Other Business - none

#### **Public Comment**

Edward Larner, Housing Authority. In support of socio-economic work relative to affordable housing work being done in town. Goal - Build consensus among housing groups

Meetings 1st Thursday of the month

Mark Howell. Important to work within the system while changing it. Continuation of prior year's goals. Encourage doing the work - keep it focused.

8:32 pm Adjourn