



July 11, 2023 DEI Commission Meeting Minutes

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

Feathers, Rose Cratsley

Town staff: Donna McIntosh

School Committee: Tracey Marano

Absent: Ji Orloff

Location: Town House

Call to order: 12:02 pm

June 27, 2023 Minutes accepted; Kristen will file minutes

Progress Check re: Areas of FOCUS and Initial Planning for The Year Ahead

- Josh – investigating incident reporting system used in other communities
- Kristen - public safety; Two goals primarily with Police. first responders also interact with the public
 - Rose will be involved in this task, and Kristen will connect Rose and Lisa to inform initial goals
- Andrea – Offer DEI training for chamber of commerce members with badges for completion that can be displayed
- Joe
 - DEI programming to elevate BIPOC events/ voices/cultural markers
 - LGBTQIA+ basic training
- Rob - “Concord Pride ”; work toward a robust Pride month celebration for 2024, involving research and expose to Queer history in Concord
- Schools: Schools are quite far ahead of the Commission re: DEIB work, and therefore, they (School Committee and DEI Director) could advise us
 - We should definitely keep communication open, continue to build trusting and complementary relationships
- Timeline: Action plan will be ready to present to Select Board in September

Update from Work Group/ Josh and Nancy

- Josh and Nancy will draft recommendations for best practices in responsibilities to be included in the job description to be shared with and discussed with Commission
- To be discussed: Would a DEI Director be internal facing or external facing?
- Discussions about next fiscal year budget begin in August

Joe and Andrea monthly meet with Town Manager, Kerry, THU July 20, 2023

Update Community BIPOC Event: July 13-16 Glory for George Washington Dugan, Concord’s Black Civil War Hero

Communications/Other Business

- See calendar invites for meetings; please respond; and please let chairs know if there is a need for their attending virtual

Public Comment

- Carlisle resident inquired where to find info on upcoming events. Town has been working to add them to the DEI page.
- Tracey Marano: School Committee liaison for the year introduced herself
- Pamela Dritt, Concord Greene. Some DEI work is more visible than other. Encourage the commission to always work in an inclusive manner.

Next meeting July 25, 2023 7 pm, Adjourn 1:11 pm

