



## July 25, 2023

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

Two Feathers, Rose Cratsley (joined 7:50)

Select Board Liaison: Mark Howell

Absent: Ji Orloff, Josh Lee

Location: Harvey Wheeler

Call to order: 7:03 pm

Welcome and approve minutes of 7/11/23 meeting

### Action items

1. Kristen to file 7/11/23 minutes
2. Joe to ask Donna to add Pride Subcommittee charge to DEI Commission page
3. Anne Rarich from LWV will send out draft proposal for fall LWV DEI Roundtable

### Chairs report

- Review DEI Commission Norms and Agreements for 23-24
- Chairs met with Town Manager 7/20/23. Presented progress on FOCUS and strategic plan and goals. Town looks forward to continued positive collaboration.
- First draft of strategic FOCUS plan should be available from Lisa by next meeting

### Report Outs and Progress Check re FOCUS for 23-24

#### BIPOC

1. DEI Director recommendations
  - a. External facing role
    - i. One of the recommendations from Acton DEI - very visible role in the community
  - b. Town is hoping to hire people with DEI backgrounds and experience for internal municipal work ( HR dept. and others )
  - c. Andrea will review Nancy's prepared recommendations to prepare for TM
2. Cultural programming and Other
  - a. July. Glory for George: 300 people over 3 days. A successful TOWN event.
  - b. Andrea is working to communicate with the Chamber of Commerce. Re offering Online DEI training course for businesses and a possible badge/sign. Around Building a Welcoming Community
  - c. Timeline: ready by Jan 2024
3. Engage with public safety
  - a. Jimi is trying to set up a meeting with the new chief to build relationship and will involve Kristen

## **LGBTQIA+**

1. Rob
  - a. DEI Commission training first step with Lisa planned for SEPT
  - b. Recommendation to form a 1-year CONCORD PRIDE 2024 AD HOC SUBCOMMITTEE (consolidating current town work). Ultimate goal to plan programming for June 2024 Pride month in Concord
    - i. Members would live and/or work in Concord, but not necessarily on the Commission. I.e. Concord Museum, Library. Goal is the first meeting of the subcommittee will coincide with the Commission's DEI training.
    - ii. Unanimous vote to approve the formation of the subcommittee.
    - iii. SUB Committee charge to be posted on DEI website for public

## **Upcoming Events**

- 7/26 MBTA Communities: <https://concordma.gov/3292/MBTA-Communities>
- 8/05 Pride Karaoke Pool Party at Beede:  
[https://concordrec.myrec.com/info/activities/program\\_details.aspx?ProgramID=31010](https://concordrec.myrec.com/info/activities/program_details.aspx?ProgramID=31010)
- LWW Forum Coming This Fall - with all of the town groups working on DEI. Would like the Commission to take the lead facilitating.
- 40B proposed development. <https://concordma.gov/3385/37261/NOVO-Riverside-Commons-40B>

## **Public comment**

- Rob Munroe -working to increase publishing of stories of diverse people in Concord and Rob introduced Jen
- Jennifer Schunemann shared some examples of ways Discover Concord could support more diverse stories
- Joe Palumbo urged Discover to increase their coverage of showcasing BIPOC and LGBTQ+IA people and agreed that there are solid opportunities for collaboration
- Select Board update. Board is updating annual goals, "Support for the DEI strategic plan."
  - Chairs will work to get on the mid to late September Select Board meeting to report on our groups progress

Adjourn 8:17 pm

Next meeting August 8, 2023 noon, Meeting Room Town House