



DEI Commission Minutes August 8, 2023

Present: Andrea Foncerrada, Joe Palumbo, Kristen Hagerty, Nancy Brown, Ji Orloff, Josh Lee, Rose Cratsley

Staff: Donna McIntosh

Select Board Liaison: Mark Howell

Absent: Rob Munro, Jimi Two Feathers

Location: Town House

Call to order: 12:08 pm

Action items

- File minutes
- Kristen to contact Police Chief to initiate quarterly meetings and review proposed tactics and get input on incident reporting system
- Rob schedule initial meeting for Concord Pride Ad Hoc Sub Committee 8/28
- Andrea will format Nancy's recommendation for next meeting

Welcome and Introductions and Approval of 7/25 Minutes

Chairs Report

- Draft action plan from consultant will be ready for next meeting
- M 8/14/23 Chairs next meeting with Town Manager

Report Outs and Progress Check FOCUS for 23-24 and tasks

Areas of Focus and Objectives for the Year Ahead 23-24

BIPOC (Black, Indigenous, and People of Color)

- Research and make recommendations related to an incident response system. (Josh)
 - No updates
- Review and provide input on the DEI director hiring process. (Nancy, Andrea)
 - Recommendations for consideration ready for formatting
 - Recommendations from our commission due to TM by Sept.
 - Town will draw up job description and responsibilities and salary band
- Facilitate the increase of cultural programming to at least 12 per year. (Joe)
 - Create an annual calendar. (Ji)
 - Amplify cultural events already happening in the Town. (Ji)
 - Send Ji and Joe any upcoming events that we hear of
- Engage with the chamber to offer exposure, training and professional support (Andrea)
 - No Update
- Engage with public safety on various ways to educate, support and collaborate (Kristen, Rose, Jimmi)
 - Shared 4 proposed tactics to be included in the strategic plan
 - Plan to include Police Chief in the discussion and research of the incident reporting system (prior to draft)

LGBTQIA+

- Formation of Concord Pride Ad Hoc Sub Committee (Rob)
 - Rob has found several people volunteers so far, first meeting 8/28

- Amplify the LGBTQIA+ history of Concord. (Rob)
- Engage with local schools' affinity programs. (Rob)
- Work with Town DEI Consultant to provide training to the Commission. (Rob/Joe)
- Initiate cultural programming. (Joe) Concord Rec PRIDE Pool event was a success 8/5/23

Upcoming BIPOC Events

- Robbins House Jazz W 8/16
- Concord Museum re Enslavement in Concord Discussion 8/29 and 9/01

Other Items/Public Comment

- League of Women Voters organizing a meeting roundtable of all DEI-supporting groups. Commission would help facilitate the meeting and help share FOCUS
- Edward Lerner Housing Board. Recommends Jack Cooper as a resources for seeking candidates for DEI Director. Info shred with Donna M
- Select Board update. At the 8/7/23 meeting, Board voted to institute a residential exemption meeting. Potential \$1850 dollar reduction in property tax for those residents who own and live in a residence valued below a specified amount who apply and qualify. Please help spread the word about this exemption.
- Tracy Murano - Schools would be interested in future PRIDE events. Students would like to be involved in the planning. Please keep schools involved.

Adjourn 12:50 pm