



DEI Commission Meeting Minutes September 5, 2023

Present: Joe Palumbo, Kristen Hagerty, Nancy Brown, Rose Cratsley, Rob Munro

Staff: Donna McIntosh

Select Board Liaison: Mark Howell

Absent: Andrea Foncerrada, Josh Lee, Ji Orloff, Jimi Two Feathers

Location: town House

Call to order: 12:05 pm

Motion to ask Select Board to add the ability to form subcommittees to the DEI Commission charge. Motion approved unanimously.

Good news!

- Eagle Scout, Grady Flinn, project to make Concord's Black history more visible. presented to NRC with signage at Brister and Fenda Freeman Home Site
- CA welcomed 119 new students, most diverse class in history. First indigenous student in history. Intentional multicultural outreach and recruitment.
- Concord is setting the pace for supporting our new residents at Emergency Shelter

Schedule for SEP 19

5 pm LGBTQIA+ professional development training for Commission

Public regular meeting to follow 7 pm at Harvey Wheeler

Next DRAFT Action Plan 23/24 Review and Discussion - Vote to adopt at next meeting (9/29/23). Will present to Select Board tentative 10/23/23.

Letter of Support to Historic Commission regarding historical markers in the town center that are inaccurate and offensive. Historic Commission meeting 9/14/23. Expected to then proceed to the Select Board.

Motion to accept the letter and send on behalf of the Commission. Unanimously accepted.

Progress Check/Updates on Areas of FOCUS and tasks

Engage with public safety

Early December -Kristen and Rose to finalize date and logistics. Library is a good location. (League of Women Voters planning an event in September)

Understand the process for reporting and educate the community.

Josh will meet with chairs of Concord-Carlisle Human Rights Council re: incident reporting system and potential ways to collaborate. Work will focus on collaboration between DEI Commission, Public Safety and the Human Rights Council

Celebrate the LGBTQIA+ Community through Concord Pride

- 1st meeting F 9/1/23 at library; There are two new library staff who have experience with LGBTQIA+ programming

- Joe will lead uncovering and documenting Concord's LGBTQIA+ history.
- Rob will lead outreach for PRIDE June 2024. Help Town to recognize all of the events in and around town AND that the Town holds at least one of its own PRIDE events.
- Next meeting 9/19/23 - professional development with Commission
- Get student engagement: Joe will follow up with public schools, Rob with private schools

Review and provide input on the upcoming director hire

- Donna sent Andrea information on class and compensation plan.
- Budgets are being discussed.

No public comment.

No Select Board updates.

Meeting adjourned 12:41 pm