

Meeting minutes for Diversity Equity and Inclusion Implementation Committee 2/10/25

Present in person: Julie Wu, Kim Haley-Jackson, Didier Morse, Andrew Poulsen

Present remotely: Evan Rockefeller, Phuni Kim Eames

Members of the public were present remotely.

Meeting called to order 7:12pm

1/3/25 Minutes unanimously approved with the deletion of the final sentence.

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TOWN CLERK  
BELMONT, MA**

DATE: March 12, 2025  
TIME: 9:39 AM

Business survey questions:

Didier, Julie, and Andrew met previously to go over the survey and reconciled committee-approved questions with the survey questions.

They realized they needed to fix the survey, as the numbering is different depending on what people answer and this would mix up the data.

They also wanted to add an open question at the end to add comments.

Also, Julie spoke previously with Paul Joy of the Economic Development Committee about the survey. He suggested a question about opening businesses and also suggested testing the survey out on a few businesses prior to sending it out to everyone.

Paul Joy was in attendance remotely and agreed with the discussion. He said the list of businesses he sent to Julie might need to be scrubbed.

The DEIIC agreed with the above suggestions.

They agreed to word the question on businesses similarly to the question on procurement.

Didier and Julie will meet with James.

Re: Housing:

Julie had previously communicated with Rachel Heller of the Housing Trust, who mentioned they could use Citizen Planner Training collaborative On-Demand Training, which costs \$450. There was a question of who would pay for that.

Kim mentioned that the Human Rights Commission might pay for it.

There was also a question of whether and how training could be tracked, and whether it could be required for landlords—whether people even need to let the town know that they are landlords.

Re: Education:

Julie spoke previously with two members of the School committee about concerns the school district's DEIW Director position might be cut. It was agreed that filling the position expeditiously might forestall talk of cutting the position.

Kim and Didier have been involved in interviews so far. Didier is interested in knowing how the DEIW Director candidates would push back against challenges. Julie is going Wednesday and submitted questions related to Diversity Task Force recommendations,

including addressing the mental health disparities among kids of color and gender queer kids, and especially kids who meet both criteria.

Re: Health

Julie previously met with the Board of Health. They mentioned that it would cost \$250K to do a survey of the town re: health disparities.

Kim said that Mt. Auburn had already done a survey of the region including Belmont and that it separates out the data by town, so she could forward that information to the Board of Health.

Re: General recommendations

Didier and Julie will ask James about incorporating DEI into the new town website.

Next meeting planned for March 10 7pm hybrid

Minutes submitted by Julie Wu