

**Diversity, Equity, and Inclusion (“DEI”) Advisory Committee Meeting Minutes**  
**Thursday, May 18, 2023**  
**6:00 PM**  
**Longmeadow Adult Center, Conference Room**  
**211 Maple Road, Longmeadow, MA 01106**

This was the third meeting of the newly formed DEI Advisory Committee.

Committee Members Present – Chair- AnnMarie Martinez (she/her), Clerk - Tammye Erb (she/they), Saul Finestone (he/him), Ronnie Leavitt (she/her), Chris Morris (he/him), Linda Preston (she/her).

Excused – Gabriel Mokwuah (he/him), Beverly Sager (she/her).

1. The Chair, Dr. Martinez called the meeting to order at 6:05 PM.
2. Public Comments: The meeting was an open meeting where public comment was offered. There were no public comments. This committee encourages the public to attend.
3. Committee Comments: The Select Board rescinded the appointment of Mr. Platzer to this and another Town committee at their meeting on May 16, 2023.
4. Old Business
  - a. Approval of Meeting Minutes from April 27, 2023. A motion was made by Dr. Leavitt to approve the April 27, 2023, Diversity, Equity, and Inclusion Advisory Committee Regular Meeting Minutes. The motion was seconded by Mr. Morris. The motion passed unanimously by a vote of 6-0 with edits: “Motion to approve the March 29, 2023, was made by Dr. Leavitt and seconded by Mr. Morris;” “It was unanimously agreed by a vote of 9-0 to have 2 DEI liaisons assigned to other Longmeadow committees, moved by Dr. Leavitt and seconded by Mr. Finestone;” and “Mr. Finestone moved and Mr. Morris seconded that the meeting be adjourned at 7:30 PM. The motion passed unanimously 9-0.”
  - b. Continued Review of Committee Scope and Sub-Committee Appointments and interests (in alphabetical order).
    - i. Mrs. Erb volunteered to explore the policies and practices of the real estate industry in Longmeadow. She understands from the considerable labor done in 2020 and 2021 by Longmeadow Coalition for Racial Justice (LCRJ), that bias was experienced by people of color when realtors showed homes in town by realtors and/or home sellers. In addition to her continuing self-education, with an eye on reducing Longmeadow’s public health emergency relating to racism, and as a continuation of LCRJ’s efforts, she understands this is a large task that is multifaceted. Focus would include updated statistics

on recent sales, other public information, and possible recommendations to the Select Board. Ms. Erb emphasized the need for all people to dismantle their own racism on a continuing basis.

Mr. Finestone will be our “general go-to person” for help with whatever we need.

Dr. Leavitt reported that she would like to share the stories of people from historically marginalized backgrounds and with diverse needs who live in Longmeadow based on personal interviews. This will be a sample of convenience. Dr. Leavitt will also review the written stories that have been submitted to the *BIPOC of Longmeadow* Instagram account.

Mr. Morris will be the liaison between this committee and the other town wide bodies. He would also like to work on potential ways to collaborate with other local groups working on issues related to DEI.

Ms. Preston will be the liaison between this committee and the School DEI Committee.

Remaining focus demands direction at Longmeadow businesses whether for increased support of the business, or for review of illegal or exclusionary policies and practices. This committee was anonymously made aware that a new business rejected a prospective employee of color due to their hairstyle, an illegal practice in Massachusetts and other states. *This committee will seek advice from the Select Board on how to process such complaints that are brought to its attention.*

The results of these endeavors will be disseminated to town committees and the community at large through means that will be determined. *This committee will endeavor to seek participation from the Longmeadow community.*

5. New Business

- a. Future meeting agenda lookahead: The next meeting is June 15<sup>th</sup> at 6 PM. *June 11, 2023, update: The meeting date was moved by Chair, Dr. Martinez, to Thursday, June 22<sup>nd</sup> at 6:00 PM (Clerk, Mrs. Erb).*
- b. *This committee will seek advice from the Select Board to ascertain the next steps to replace the rescinded appointment.*

6. Adjournment. At 7:20 PM, *Mr. Finestone moved, and Dr. Leavitt seconded to adjourn our meeting. The motion passed unanimously 6-0.*

Respectfully submitted to Clerk, Mrs. Erb, and the committee, for review,

Dr. Ronnie Leavitt