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Gary Christenson, Mayor

**Racial Equity Commission
Minutes**
City Hall, 215 Pleasant Street, Malden
Conference Room #105
Wednesday, February 7, 2024, 6pm-8pm

Members of the Commission may choose to participate in the meeting remotely and members of the public who wish to attend remotely can do so by using the following information:

Join Zoom Webinar: Join Zoom Meeting
<https://cityofmalden.zoom.us/j/97557037936>
Webinar ID: 975 5703 7936

This meeting will also be recorded through Zoom and held in person at Malden City Hall.

AGENDA

1. Welcome and Introductions: Introductions to the meeting were made by Bwann Gwann, Racial Equity Commission member. The meeting was convened by Kashawna Harling, DEI Coordinator.
2. Mayor Gary Christenson discussed diversity, equity, and inclusion in Malden and the importance of community input and engagement. He spoke of past accomplishments, such as increasing diversity in the workplace, and invited the participants to share and engage in Malden diversity, equity, and inclusion talks.
3. Kashawna Harling introduced herself as the new Diversity, Equity, and Inclusion Coordinator (DEI) for Malden. She discussed the current DEI goals for the city, including a 1-3 year DEI strategic plan.
4. Dr Maritza Barros (HCH Enterprises) discussed what DEI is and the role of the community. She defined diversity, equity, inclusion, justice, accessibility, and belonging.
5. Nicole Paliotti (HCH Enterprises) introduced the group to the SWOT activity. Nicole and Dr. Barros facilitated a SWOT analysis discussion on the diversity, equity and inclusion in Malden (strengths, weaknesses, opportunities, and threats). The large group of participants broke into 4-5 groups to utilize the SWOT Method. After the small groups, the information was relayed to Dr Barros who recorded the responses for later analysis.
6. The next Public Meeting will be on Wednesday, March 6 at 6pm-8pm.
7. The next Racial Equity Commission Meeting will be held on Thursday, 2/22 from 6pm-8pm.

The meeting was adjourned at 8:30pm.