

DIVERSITY, EQUITY & INCLUSION COMMISSION MINUTES
7:00pm TUESDAY 17 NOVEMBER 2020

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|---|----------------------------|---|-------------------------------|
| X | David Martin, Chair | X | Leela Ramachandran |
| X | Diane Randolph, Vice Chair | X | Odeviz Soto |
| x | Nathan Cookson, Clerk | X | Dawn Wang |
| | Sandra Hinds | X | Charmaine Williams |
| | Nassra Mgeni | X | Simon Li (Associate) |
| x | Makena Muindi | | Julie Pierce Onos (Associate) |
| x | Sunanda Pepalla | | |

Meeting called to order at 19:03

I. Regular Business

1. Notes from the chair
 - **Select board adopted policy against racism at meeting 11/12/2020 – available on website**
2. Comments from the Public
 - **LF from Wright terrace– someone commented that speaker opposed policy against racism – not true – he doesn’t agree with white privilege – he’s not a racist. Someone posted on social media that he was racist. Needs all opinions discussed. Speaker has a friend from Haiti. His friend got cookies from his neighbor.**
 - **SL had experience where emergency housing information sent out in Spanish/Portuguese languages but not any Asian language, even though 25% residents in Acton are of Asian decent**
 - I. **Comment from panelist – race vs ethnicity – usually department of ed determines alternative language presentations**

II. Special Business

1. Discuss other ways for the Commission to receive feedback from members of under-represented racial, ethnic, and religious groups about their first-hand experiences in Acton.
 - **Maintain space during meetings**
 - **Survey(s)**
 - **Panelists as ambassadors when individual consents**
 - **Social media**
 - **Education campaign/public information campaign – we could include that in our report at end of year if we don’t have time for it this term**
 - **Could have student listening session – students seem more willing to share experiences**
 - I. **Would have to make sure students/parents/guardians are aware of possible risks of further discrimination or retaliation**
 - II. **One panelist thinks stories are known – no need to rehash**
 - III. **Could provide anonymous/de-identified anecdotes**
 - IV. **School Committee has similar kind of task force – how would we work with their task force? Would they be more suited to handle these issues?**

Odeviz is on that committee – they're wrestling with the same kind of issues

- V. Leela to send Nate what she has for instances of racism in Acton from google search
- VI. In message to student forum – clearly state objective and tell them responses will be de-identified
 - I. Use social media
 - II. AB students for social justice
 - III. Nate to draft invitation to comment
- 2. Discuss content and dissemination of a questionnaire to assess experiences of under-represented racial, ethnic, and religious groups in Acton.
 - Town has constant contact and survey monkey
 - May be validated surveys already published – we might be able to just customize it for Acton
 - I. Leela found a few options – she'll send them around to the group for discussion next meeting
 - II. Diane can share some surveys as well – important to make sure surveys are in plain language/very accessible.
 - Use social media to publicize survey but not accept responses
 - I would recommend acton for a supportive environment for people of color to live in – would that speak to general sense of belonging? Likert scale.
 - Also include short answer/narrative/open ended questions
 - Surveys prioritize certain types of thinkers/respondents especially if only multiple choice/ranking questions are included

III. Closing Items

- 1. Approve minutes from previous meetings
 - Correct spellings of Diana to Diane, Simon Lee to Simon Li, and Julied to Julie
 - Leela motion to approve second by Dawn
 - Approve as amended Diane, Leela, Dawn, Makena, Charmaine, Odeviz, Nate, Simon, Sunanda
 - Opposed - none
- 2. Confirm future meetings and calendar events
 - • THU 10 DEC meeting
 - • THU 14 JAN meeting
- 3. Adjourn
 - By Leela second by
 - Aye Diane, Leela, Dawn, Makena, Charmaine, Odeviz, Nate, Simon, Sunanda
 - At 20:21