

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

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