

DIVERSITY, EQUITY & INCLUSION COMMISSION

7:00pm THURSDAY 18 MARCH, 2021

* VIRTUAL MEETING *

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

Called to order @ 19:01

I. Regular Business

1. Notes from the chair

- **Condemned killing of 8 people in Atlanta**
- Our community has had recent incidents of racially motivated
- Emerson Hospital conducting community needs assessment – David will send link to be included in minutes

I. https://hria.iad1.qualtrics.com/jfe/form/SV_bf8ZddDIKu8vHaC

2. Experiences from the Public

II. Special Business

1. Brief update on the survey roll-out

- Survey Monkey only translates its own buttons, not the survey itself. Two biggest languages are Chinese and Spanish. Dawn will help with Chinese translation; Odeviz will help translate to Spanish. As soon as translated we can roll out.

2. Brief update on the implementation of an incident reporting system

- David spoke with town manager – no obvious solution to who would respond to incidents.

3. Debrief on Town's Diversity Workshop

- Workshop was frustrating for some participants – not moderated in the best way – seemed like a free-for-all, which could be unsafe for some participants
- Workshop felt unsafe – one participant left early because they felt uncomfortable
 - I. Content was typical for introductory course, but LOs left confusion as to target audience
 - II. Goal setting/ground rules were lacking or not apparent
- Lack of safety and moderation – unidentified goals made it a questionable investment for the town
- Training in first half was pretty weak – used a lot of couched language about passing judgements – midpoint was where training was expected to start. Midway had a good history of housing discrimination and how it led to

segregated schools. Second half was maybe too academic – could have been more focused to town employees.

- 1. Lack of moderators, 2. Lack of goals, 3. Contract was lacking – all three contributed to feeling unsafe

4. Mid-course correction halfway through DEIC charge

- • How have we done so far?
 - I. Statement in support of school committee was good; foundation for team synergy, trust/confidentiality lacking
 - II. Done well producing the materials we've produced – goals/mission statement, school committee, survey.
 - III. Number of different personalities; frequently working together on zoom – white supremacy does the work for you – urgency to overtake – interrupting/microaggressions
 - IV. Lack of active work – focus on output, less on technical work
 - V. Moments of talking over people – need mutual respect
- • What could we improve going forward?
 - I. Develop list of ground rules for working together for the next 6 months
- • Are we doing the right things to address DEI in Acton?
 - I. Brainstorm on list of action items for next meetings
 - II. Timeliness is important – statements need to be backed up by action
 - I. Statement for Atlanta shootings
 - I. Call out white supremacy and anti-Asian/racism
 - II. COVID may have been contributing factor
 - III. White supremacy does not assume race of victim or perpetrator
 - IV. Include support for women and elderly
 - V. Statement will be drafted by: David – he'll consult with a couple members before he sends it out. Simon will help look it over.
 - VI. Motion to ask David to write by Leela – Second by Julie.
 - I. Unanimously approved
 - III. Review organizations HR policies

III. Closing Items

1. Approve minutes from previous meetings.
 - Motion to approve by Leela, second by Diane
 - I. Unanimously approved
2. Confirm future meetings and calendar events.
 - • 7:00 THU 01 APR meeting
 - I. Next meeting is 4/1/21
 - • 7:00 THU 22 APR meeting?
 - • 7:00 THU 06 MAY meeting?
3. Adjourn
 - Motion to adjourn by Leela, Charmaine seconds
 - I. Unanimously approved
 - II. Adjourned at 21:17