

DIVERSITY, EQUITY & INCLUSION COMMISSION MINUTES
7:00 p.m. March 13th, 2025

Present:

	David Martin, liaison	X	Suravi Bhatia, student
X	Melissa Kaplan Morse, co-chair	X	Wanjiku Gachugi, liaison
X	Sunanda Pepalla, clerk	X	Zayd Dasthageer, student
X	Diane Randolph Jones, co-chair	X	Jack Dirstine
X	Sandra Hinds		

Meeting called to order at 7:04 p.m.

1. Updates from the Co-Chairs

- Town Meeting on May 5th
 - Consideration: weigh in on articles on the warrant in our April meeting
- DEI updates submitted for inclusion in the warrant.

2. Updates from the DEI Director

- January bias incident discussion
 - High school communication on town incidents, need for explicit communication and knowing where to find accurate details and actions.
 - Formal communication depends on the family members if they are OK with reporting the incident formally to the DEI office.
 - Community conversations are in progress and more updates may follow.
- Heritage calendar added to the Town DEI page for awareness and reference.
- Encourage commission to get the word out about updates on the DEI commission on town community websites and social media (Sandra is making a focused effort)

3. Juneteenth Planning

- Kick off planned for 3/19 7-8 pm (doodle poll with committee members)
 - Agenda: Vision, scope, and desired outcomes
- **Zayd** will work with ABSEJ on having one candidate present for kickoff.
- **Suravi** will check with Black Student Union and Muslim Student Union for Working Group members and/or volunteers.
- **Melissa** to share the current planning document with the Commissioners.
- The Working Group may find a shared google drive for editing and maintaining the version updates in one location.

4. Volunteer Application

- Reviewed two options on gender question on the Application.
- Option one is prescriptive with specific choices, and Option 2 asks for a written answer.
- Feedback to add brief definition of specific choices on the Application. Diane will provide links to these definitions.

5. Commissioner Liaison Updates

- Housing Production Plan Working Group (updating plan from 2020)
 - Third and final community forum held at the library 3/12 where brief overview of the process was shared and participants provided feedback on the nine goals.
- Upper Middlesex Status of Women
 - Community forum to be scheduled; tentatively 3/28-time TBD.
 - Location: Littleton Library
 - 3/24 11-3 pm Health, well-being and present status of women and girls
- DESA update from Suravi: Planning Spring Holi festival.
- Invitation to attend local mosque in Acton, 30 Nagog Park, Acton
 - Fri and Sat dinners open to the community during the month of Ramadan.
- **Suravi** to share the Commissioner search flyer at the flex block in high school.

6. Review Mission, Vision, and Values Discussion

- Continue: Education, Awareness
- Start: Action in the community and with the community
 - **Juneteenth event in 2025**
 - **Warrant updates and any additional visibility and/or opportunity for updates to Select Board**
 - **How can we be more inclusive about new immigrants and families in town?**
 - **Communication and collaboration with other DEIC commissioners like Westford and Concord to see how we can learn from each other as we move forward.**
 - **Ongoing guest invitations: Community organizations**

Closing Items

- Jan and Feb meeting minutes approved (Motion Sandra, Seconded Zayd)
- Next DEIC meeting April 10, 2025
- Meeting adjourned (Motion Sunanda, Seconded Sandra)