



Notice and Agenda Sudbury Diversity, Equity and Inclusion Commission

Sudbury DEI Commission Meeting
Thursday, August 12, 2021
7:30 PM Open Session

Please click the link below to join the virtual Sudbury DEI Commission Meeting:

<https://us02web.zoom.us/j/83513599960>

For audio only, call the number below and enter the meeting ID on your telephone keypad.

Call In Number: 978-639-3366 or 470 250 9358

Meeting Agenda

1. 7:30 PM: Welcome.
2. 7:35 PM: Open meeting by roll call vote.
3. 7:40 PM: Public Comments.
4. 7:55 PM: Update from the PR and Social Media Subcommittee.
5. 8:05 PM: Celebrating Community Event Planning Update.
6. 8:10 PM: Budget.
 - a. Identify what we need a budget for.
 - b. Identify sources for our budget.
7. 8:30 PM: Quarterly update to Select Board.
8. 9:15 PM: Review and approve minutes July 08, 2021 meeting and July 22, 2021 meeting.
9. 9:25 PM: Upcoming agenda items/next meeting planning.
10. 9:30 PM: Adjourn meeting by roll call vote.

“This listing of matters is those reasonably anticipated by the Co-Chairs which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.”

The next Sudbury Diversity, Equity and Inclusion Commission meeting is scheduled for August 26, 2021 7:30 PM.

SUDBURY FOUNDATION MINI GRANT :

<http://sudburyfoundation.org/wp-content/uploads/2021/07/2021-REI-RFP-Application.pdf>

DEI Commission Quarterly Report to the Select Board

Mission:

TOWN OF SUDBURY SUDBURY DIVERSITY, EQUITY, AND INCLUSION COMMISSION

Approved by the Board of Selectmen: November 17, 2020 Amended: April 6, 2021

The Select Board is creating the Sudbury Diversity, Equity, and Inclusion Commission to support diversity, achieve equity, and foster inclusion for every member of this community, respecting all aspects of identities. The Commission shall also critically consider intersections among these groups to facilitate learning, understanding, and unity.

The Commission shall consist of up to thirteen members and Advisory members. The Commission shall make recommendations on a quarterly (minimum) basis to the Sudbury Select Board on policies and programs to identify and eliminate conscious or unconscious biases and prejudices, to reject discrimination, and to measure, promote, and increase diversity, equity, and inclusion of Sudbury's historically disenfranchised populations. Within the first year, the commission will present an action plan to move the town toward the following goals.

Goals:

1. The Commission will meet at least monthly to hear testimony from towns people, deliberate on those discussions and submit a report within the first year, including an action plan, to the Select Board which will then oversee the implementation of the recommended actions. To accomplish this goal, the Commission will:
 1. Provide training for the members to self-examine and recognize their own experience with historically disenfranchised populations and unconscious bias.
 2. Gather first-hand experiences in Sudbury from historically disenfranchised populations.
 3. Solicit feedback from town departments, boards, and committees.
 4. Collaborate with groups operating in town that are focused on related issues.
 5. Facilitate discussions and education forums for town residents about issues of diversity, equity, and inclusion.
2. The Commission will identify ways to promote awareness, engagement, and community building around diverse experiences and to create a more inclusive community, including:
 - a. Brainstorm possible actions that can be taken to address any problems/issues found.
 - b. Leverage final report as presented to the Select Board documenting the state of diversity, equity, and inclusion in town to make appropriate recommendations and address any problems found.
3. The Select Board, in partnership with the Commission, to present findings to the town.

Work to date:

1. General Information:

- The commission held its first meeting on May 17, 2021. To date it has held 5 meetings. Co-Chairs, Nuha Muntasser and Nalini Luthra facilitate meetings on rotating basis. Sue Abrams and Susan Tripi are designated Co-Clerks. One member had to resign so the group is now 13 appointed members.
- Agenda items are set collaboratively with the whole Commission. Initial meetings had time spent in familiarizing the group with the Open Meeting Law, discussing priorities and getting a clear understanding of how the group can function and what legal parameters we need to keep in mind. It was also acknowledged that the work requires that the members have time to know each other and that the space is a safe one for discussions that can become uncomfortable in the process. This piece is still a work in progress.

2. Outreach (Reports are available as part of the agenda and minutes of meetings.)

- Several members have spoken to surrounding towns regarding their DEI Commission or other DEI work they have done. All information was shared via report (see minutes of July 8 meeting.) The towns contacted include:
 1. Acton, Northborough, Scituate, Shrewsbury, Wayland, North Andover, Concord, Lexington
 2. In addition, Bethany Hadvab, the town Social Worker, was contacted and we hope to have her speak to the group.

Members are also following up to answer additional questions from the Commission and invite some of the community's resources to speak to our group.

- Following the anti-semitic incidents in the schools, Rabbi Yisroel Freeman, Sudbury Chabad Rabbi, spoke to the Commission.
- Reverend Marjorie Matty, Minister at First Parish, also spoke at another meeting.
- Several members attended the SPS Racial Literacy program on June 10.

3. Next Steps:

A considerable amount of discussion has focused on how we actually go about the work. Priorities are being set and discussed. These actions include:

- A town-wide celebration to give residents an opportunity to meet others with whom they would not ordinarily cross paths. This kind of event could feature food, activities etc. (Goal 2)
- A survey...this seems to be a logical part of the Commission's work but needs to be developed by a professional in order to provide credible data. (Goal 1:2, 1:3)
- Listening sessions (Goal 1:2, 1:33, 1:5)
- Commission office hours (Goal 1:2, 1:3, 1:4, 1:5)
- Engaging a consultant to help the group work through a range of details and provide guidance for moving forward. (Goal 1:1)
- Creating subcommittees to get work done and report back to the whole group on a monthly basis.

- Working to support legislation that furthers our goals. Currently the Commission is being updated regularly on Bill S265, a bill that would allow non-citizens to vote in local elections.

Moving Forward:

- Based on the research of Commission members, we need a pro-active partnership with the Select Board to achieve our mission goals. This includes some financial support for consultant fees. We are able to do the research on who would be best for our needs, but we are unlikely to find someone who will do the training needed for free.