

DEI Commission Meeting
August 26, 2021
Meeting held via Zoom

Present:

Peju Champion	Sue Rushfirth
Katina Fontes	Nuha Muntasser
Yana Bloomstein	Sue Abrams
Stephanie Oliver	Susan Tripi
Nancy Kimble	Joanna Steffey
Nalini Luthra	

Absent: Tanisha Tate, Vona Hill

Also present:

Jennifer Roberts (Select Board Liaison), Emily Chen, Paula Hudson, Jessica Cerullo Merrill, Karyn Jones, Sudbury TV, Sylvia Nersessian

Agenda:

- Welcome.
- Open meeting by roll call vote.
- Public Comments.
- Interview candidates for open SDEIC position. Finalize recommendation to the Select Board (Resumes included in agenda packet)
- Working group updates:
 - Budget Working Group
 - Outreach/Social Media Working Group
- Review and approve minutes from August 12, 2021 meeting.
- Upcoming agenda items/next meeting planning.

1. Call to order

Co-Chair Muntasser, following acknowledgement of a quorum, called the meeting to order at 7:35PM.

Vote taken to call the meeting to order:

Sue Rushfirth	Aye	Nalini Luthra	Aye
Katina Fontes	Aye	Sue Abrams	Aye
Yana Bloomstein	Aye	Nuha Muntasser	Aye
Nancy Kimble	Aye	Peju Champion	Aye
Stephanie Oliver	Aye	Joanna Steffey	Aye
Susan Tripi	Aye		

2. Public Comments

There were no public comments at this time.

3. Interviews of candidates for the open position

- Four candidates were interviewed:

Emily Chen, Jessica Cerullo Merrill, Paula Hudson, Karyn Jones

Each candidate shared what why they were interested in the position and what they would bring to the commission. Full interviews can be seen on Sudbury TV.

- There was some discussion about the LS advisory role and Emily was asked if she would be interested in that. She noted that the advisory role was not a voting position so she was more interested in the commission position that was open.
- After some discussion about the difficulty of choosing among qualified candidates, Nuha thanked each of them and encouraged them to remain involved in the work of the commission whether they held an official position or not.

The commission voted on recommending two candidates to Select Board.

Sue Rushfirth	Paula Hudson and Janine Taylor
Nalini Luthra	Paula Hudson and Emily Chen
Katina Fontes	Paula Hudson and Janine Taylor
Sue Abrams	Paula Hudson and Janine Taylor
Yana Bloomstein	Paula Hudson and Emily Chen
Nuha Muntasser	Paula Hudson and Janine Taylor
Nancy Kimble	Paula Hudson and Emily Chen
Peju Champion	Paula Hudson and Emily Chen
Stephanie Oliver	Paula Hudson and Emily Chen
Joanna Steffey	Paula Hudson and Emily Chen
Susan Tripi	Paula Hudson and Emily Chen

Motion was made by Nalini and seconded by Nancy to recommend Paula Hudson to be nominated to the SDEIC and to inform the Select Board that Emily Chen had seven votes.

Sue Rushfirth	Aye	Nalini Luthra	Aye
Katina Fontes	Aye	Sue Abrams	Aye
Yana Bloomstein	Aye	Nuha Muntasser	Aye
Nancy Kimble	Aye	Peju Champion	Aye
Stephanie Oliver	Aye	Joanna Steffey	Aye
Susan Tripi	Aye		

4. Budget Working Group Update

The report from the group is included in the meeting packet.

- The Working Group decided to focus on a potential consultant for the survey because the Sudbury Foundation Grant deadline is too close to research training consultants and the group wanted to be able to access the potential grant. They also decided the urgency of the need was better met through the grant than going through the town for funding for this.

- Funding from the Select Board

Jennifer noted that the Select Board does have a budget and there may be some funds available for the commission. She is investigating potential funds. She mentioned the Stabilization Fund but was unsure whether that is an appropriate source for the commission.

5. Outreach/Social Media Working Group

- Land acknowledgement (included in meeting packet)
 - Once we agree on the statement it will be read at the beginning of our meetings. We will also recommend that it be read at the beginning of all town boards and committee meetings.
 - There was agreement that it is important that there be some weight behind the statement and it isn't just a perfunctory act. A suggestion was made to invite someone from the Nipmuc people to speak to us and give us perspective on how we can do that. Yana volunteered to look into this.
 - An expanded statement, with resources, websites etc. , will also be developed and posted on the Commission web page and FaceBook page.

Sue R. made a motion that was seconded by Nancy, to accept the land acknowledgement as presented, with the understanding that there will be a longer statement that goes into greater depth.

Sue Rushfirth	No	Nalini Luthra	No
Katina Fontes	No	Sue Abrams	No
Yana Bloomstein	No	Nuha Muntasser	No
Nancy Kimble	No	Peju Champion	No
Stephanie Oliver	No	Joanna Steffey	No
Susan Tripi	No		

It was decided that the statement should be looked at further. Yana volunteered to work with Katina to identify some action items connected to this initiative. If any commission members have suggestions, please let Yana and Katina know. They will bring the statement back for discussion and a vote, perhaps at the next meeting.

- DEI Commission member information form (included in meeting packet)
A motion to accept the form as presented was made by Nalini and seconded by Stephanie.

Sue Rushfirth	Aye	Nalini Luthra	Aye
Katina Fontes	Aye	Sue Abrams	Aye
Yana Bloomstein	Aye	Nuha Muntasser	Aye
Nancy Kimble	Aye	Peju Champion	Aye
Stephanie Oliver	Aye	Joanna Steffey	Aye
Susan Tripi	Aye		

- SPS Superintendent meeting

Brad Crozier's admin contacted Nuha and Nalini they will be meeting later in September. Please send any questions for Brad to Nalini and Nuha. Questions suggested:

- How does SPS see its partnership with METCO?
- Can they be more transparent regarding what DEI work the district is doing with teachers.

If others want to attend the meeting please let Nalini and Nuha know and they will check with Brad.

- League of Women Voters DEI Forum

The Outreach Group will work on this. Sue A. and Sue R,. volunteered to represent the commission. The one concern expressed was that we want to be clear ourselves about what the commission is going to do and how we are going to engage with the community before we present ourselves to the public. The Outreach Group is meeting with Bethany Hadvab next week and that may help with identifying our work.

- Office Hours

There was a question about why we are waiting on this. It was noted that Bethany had strong advice about having our goals and intentions in place before offering office hours. Since she has direct experience with many of the issues we are looking at, it was felt that we should be taking her advice and waiting.

- FaceBook

Joanna will make the page live and send everyone a link. The site will not be open for comments because we can't do the monitoring that would necessitate.

6. Review and Approve minutes of August 12, 2021 meeting.

A motion to approve the minutes of the August 12, 2021 meeting was made by Nalini and seconded by Katina.

Sue Rushfirth	Aye	Nalini Luthra	Aye
Katina Fontes	Aye	Sue Abrams	Aye
Yana Bloomstein	Abstain	Nuha Muntasser	Aye
Nancy Kimble	Aye	Peju Champion	Abstain
Stephanie Oliver	Aye	Joanna Steffey	Aye
Susan Tripi	Aye		

Note: Those who did not attend a meeting do not have to abstain...they can still vote to approve if they choose to do so.

7. Agenda Items

Please send agenda items for the next meeting to Nalini and Nuha.

8. Vote to Adjourn

A motion to adjourn was made by Sue R. and seconded by Sue A.

Sue Rushfirth	Aye	Nalini Luthra	Aye
Katina Fontes	Aye	Sue Abrams	Aye
Yana Bloomstein	Aye	Nuha Muntasser	Aye
Nancy Kimble	Aye	Peju Champion	Aye
Stephanie Oliver	Aye	Joanna Steffey	Aye
Susan Tripi	Aye		

The meeting was adjourned at 10:05pm.

Respectfully submitted,
Sue Abrams
Co-Clerk

