

DEI Commission
June 10, 2021
Meeting held via Zoom

Present:

Sue Rushfirth	Joanna Steffey
Katina Fontes	Susan Tripi
Yana Bloomstein	Tanisha Tate
Vona Hill (arrived 8:12)	Stephanie Oliver
Nancy Kimble	Peju Champion (arrived 8:10)
Absent: Nuha Muntasser	Nalini Luthra
Scott Nix (SPD)	

Also present:

Jennifer Roberts (Selectboard Liaison)	Henry Hayes (Town Manager)
Bill Schineller (Selectboard Liaison)	Janie Dretler (Selectboard)

Agenda:

1. Welcome:
 - a. Introductions and why members wanted to join SDEIC.
 - b. Aspired accomplishments through SDEIC.
 - c. Potential outreach.
2. Review and approve minutes from May 17, 2021 meeting.
3. Debrief of SPS's *The What, Why and How of Racial Literary* event:
 - a. Lessons learned.
 - b. How to incorporate lessons learned into our work.
4. Addressing anti-Semitism in Sudbury and LS:
 - a. How can the SDEIC offer support to impacted community and help in preventing religious hate and discrimination in Sudbury.
5. Upcoming agenda items/next meeting planning.

Co-Chair Luthra, following acknowledgement of a quorum, called the meeting to order at 8:05.

Vote taken to call the meeting to order:

Nalini Luthra

Sue Rushfirth	Aye	Joanna Steffey	Aye
Katina Fontes	Aye	Susan Tripi	Aye
Yana Bloomstein	Aye	Tanisha Tate	Aye
Nancy Kimble	Aye	Sue Abrams	Aye
Stephanie Oliver	Aye	Nalini Luthra	Aye
Katina Fontes	Aye		

1. Welcome

- a. Nalini Luthra reminded members and viewers that the meeting was being recorded and that, as a public forum, there was no expectation of privacy.
- b. Nalini reviewed the meeting parameters. It was noted that public comments should be included in the agenda, although the comments could be anywhere during the meeting, including following individual agenda items.
- c. Member introductions:
 - i. Each Commission member introduced themselves and gave a brief summary of their background, any outreach that they may have done, and their hopes for their contributions to the Commission.
 - ii.

2. Minutes

- a. Corrections:
 - i. Correct spelling for Nalini Luthra and Vona Hill.
 - ii. Voting should reflect individual member votes.
- b. Motion to accept the minutes as corrected made by Nalini Luthra and seconded by Sue Rushfirth.

Vote

Sue Rushfirth	Aye	Joanna Steffey	Aye
Katina Fontes	Aye	Susan Tripi	Aye
Yana Bloomstein	Aye	Tanisha Tate	Aye
Katina Fontes	Aye	Nancy Kimble	Aye
Stephanie Oliver	Aye	Vona Hill	Aye
Peju Champion	Aye	Sue Abrams	Abstain

- c. Motion to appoint Sue Abrams as Co-Clerk made by Vona Hill and seconded by Nancy Kimble

Vote:

Sue Rushfirth	Aye	Joanna Steffey	Aye
Katina Fontes	Aye	Susan Tripi	Aye
Yana Bloomstein	Aye	Tanisha Tate	Aye
Nalini Luithra	Aye	Nancy Kimble	Aye
Stephanie Oliver	Aye	Vona Hill	Aye
Sue Abrams	Aye	Katina Fontes	Aye

3. Debrief of SPS program, *The Why and How of Racial Literacy*

- a. The program was not recorded but the slides will be available.
- b. There was agreement that the presenter was excellent and the program facilitated a good conversation (via the chat) of the interface of school and home)
- c. Resources shared were very helpful
- d. The program was seen as a good start, particularly acknowledging what is already in place and what should be added, not necessarily deleted.

4. Lincoln Sudbury Regional High School Incident

The incident, the discovery of a swastika carved into a piece of furniture, is being investigated but there has been no update since the email from Bella Wong.

a. Discussion:

- There was concern expressed by some Commission members about that email. The phrase, “Rest Assured” was thought to be an unsatisfactory response.
- Police Chief Nix and Town Manager Hayes released a joint statement.
- The Commission’s question was, how do we respond to these incidents. Is there a protocol to be followed? How do we have a more pro-active/nimble way to respond in a timely way given the parameters of the Open Meeting Law.

Suggestions included:

- The use of social media to get our voice out to the public.
- Information gathering:
 - how is this affecting the community;
 - give space to the voices of those directly affected;
 - investigate how other communities have responded to similar instances
- Nalini and Nuha will reach out to see what they can find out.
- Posting an additional meeting to respond
- Small group meetings to respond (these would still require the 48 hour posting)
- Encourage citizens to email the Commission
- This discussion highlighted the need for the Commission to have an outreach strategy and to establish a trusted presence in the community.

5. Upcoming agenda items/next meeting planning.

a. Suggestions:

- Consultant
- Reach out to other towns’ DEI Commissions
- Organizing the Commission...reach out to other Commissions for models and report back .
- We need to work slowly and logically, mapping out goals, timelines and working plan.
- v.

6. A motion to adjourn made by Sue Abrams nd seconded by Vona Hill

Vote:

Sue Rushfirth	Aye	Joanna Steffey	Aye
Katina Fontes	Aye	Susan Tripi	Aye
Yana Bloomstein	Aye	Sue Abrams	Aye
Nancy Kimble	Aye	Stephanie Oliver	Aye
Vona Hill	Aye	Nalini Luthra	Aye
Katina Fontes	Aye		

