



Meeting Notice

Sudbury Diversity, Equity and Inclusion Commission
Sudbury DEI Commission Meeting
Thursday, February 10, 2022
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.

Dial -in: 978-639-3366 or 470-250-9358

Meeting ID: 835 1359 9960

Meeting Agenda

1. 7:30 PM: Welcome and open meeting by roll call vote.
2. 7:35 PM: Public comments.
3. 7:50 PM: Land acknowledgement and moment of reflection.
4. 8:00 PM: Select Board update from Jen Roberts on extension and funding request.
4. 8:10 PM: Confirming subcommittee membership and administrative updates.
Subcommittee and working group updates.
6. 9:00 PM: DEIC member applications.
7. 9:15 PM: Address letter from Sudbury Clergy Association.
8. 9:25 PM: Welcome Karyn Jones from COD and update.
9. 9:29 PM: Review and approve minutes of January 13, 2021 meeting.
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 will be on March 10, 2022, at 7:30 PM.

Budget/Funding Update

I spent a significant amount of time in January coordinating with the Town on logistics related to Nichole Argo's contract for the Lived Experiences/Storytelling Project. The Town needed more information on the nature of the project and what Dr. Argo's role in order to determine the appropriate contract provisions. I am happy to report that the contract was fully executed on 1/26, so we can officially move forward with the project.

Lived Experiences/Storytelling Project Sub-Committee Update

The Lived Experience/Storytelling Project Sub-Committee has not met since 1/13, mostly because I was waiting for confirmation for final approval of the contract with Nichole Argo before moving forward. The sub-committee has a meeting scheduled for 2/12 at 3:00 pm.

Outreach Working Group January 26, 2022 Meeting Minutes

Present: Katina Fontes, Sue Abrams, Joanne Rees, Yana Bloomsein, Sue Rushfirth

Action Items

1. **Working Group to become a formal committee:** All agreed this should take place. In the future, the meetings will be posted and minuted. Are we required to record the session if it is on Zoom? Confirm with Henry Hayes that this is not necessary.
2. **Research as part of Outreach:** After discussion, we recommend that Research be under the auspices of the Lived Experiences Committee.
3. **Proposed responsibilities of Outreach Committee**
 - a. Revisit summaries of information from other DEI commissions
 - i. Collate and list recommendations
 - b. Develop a list of people whom we would like to present to SDEIC and create guidelines for specific areas to cover.
 - c. Circulate and submit quarterly reports to town boards, committees and departments.
 - i. There are 38 of these, so we will not have the ability to contact them all. Suggested that we summarize and highlight areas we wish addressed. Recommend a “top-down” approach with Select Board taking the lead. Emphasized the importance of personal contact.
 - d. Establish demographic breakdown of the town
 - e. Collaborate with community groups focused on similar issues. Yana has a list of organizations. She will circulate.
 - f. Establish a list of these groups and invite posts on our Facebook page.
 - g. Maintain Facebook page - Joanne

4. Other issues related to Outreach Receipt of emails and correspondence

- a. It is recommended that the SDEIC respond to all correspondence within twenty-four hours, acknowledging receipt and describing proposed action.
- b. Role of volunteers as a resource to support committee work.
 - i. If a volunteer is tasked with a particular function and works with one commission member, is that allowable as part of the work? Check with Selectperson Janie Dretler.
 - ii. Sharing work of committees and receiving feedback.
 - iii. All members of the SDEIC must have the opportunity to know what is taking place in the working groups.
 - iv. Most of the work will be done by these groups, and therefore the Committee Reports should be the central part of every SDEIC meeting.
 - v. Open Meeting Laws render it even more critical that information is shared at a monthly meeting.
 - vi. Establish membership of committees and description of work of each Committees to be voted at next SDEIC.

5. Date of the first meeting of Outreach Committee

- a. If we divide the work up among the members, we could meet every two months.
- b. If the SDEIC votes to improve the formation of the various committees, we should meet soon after. Proposed Wednesday, February 16 at 2.00 pm on Zoom Sue will confirm with Henry Hayes that committee meetings do not have to be recorded.

Depiction of Native Americans in Public Markers in Sudbury Letter from Sudbury Clergy Association

January 25, 2022

Dear Members of the Sudbury Diversity, Equity and Inclusion Commission,

As members of the Sudbury Clergy Association, we are concerned about the representation of First Peoples (Indigenous People) in public markers in Sudbury.

Three of Sudbury's public markers (see #1-3 below) suggest, without providing any context, that during the so-called King Philip's War, colonial settlers were defending their land from attacks by First Peoples. Through our 2021 eyes, the conflict between colonials and Metacomet (King Philip) and his people can be understood quite differently. Since First Peoples resided on this land for thousands of years before colonial settlers arrived, in the broader context, they can be understood to have been defending *their* ancestral land from invasion by colonial settlers. A fourth marker (see #4 below) states that the Town of Sudbury was "settled" in 1638, rendering invisible the presence of First Peoples on the land prior to the arrival of colonial settlers.

1. [Sudbury Fight](#)

Inscription: "One-quarter mile north took place the Sudbury Fight with King Philip's Indians on April 21, 1676. Captain Samuel Wadsworth fell with twenty-eight of his men; their monument stands in the burying ground."

2. [Haynes Garrison House](#)

Inscription: "One-Eighth of a mile north is the site of the Haynes Garrison House, the home of Deacon John Haynes. Here the settlers by their brave defense saved the town when King Philip and his Indian warriors attacked Sudbury in April, 1676."

3. [The Goodnow Garrison House](#)

Inscription: "Portion of the Goodnow Garrison House in which the settlers took refuge from King Philip's Indians during the battle of April 18-21, 1676."

4. [Sudbury](#)

Inscription: "Settled 1638 by a company of Puritans who arrived in the ship "Confidence" and were attracted by the meadows on the Musketaquid River. Named after Sudbury in Suffolk."

We write today to ask that the Sudbury Diversity, Equity and Inclusion Commission consider exploring and opening a conversation about public markers in Sudbury and their depiction of

First Peoples. Recently, the Wayland Public Library hosted a panel discussion titled *The Public History of King Philip's War*. A recording of the program is available [here](#). The Library panel, which included First Peoples scholars, offered insights on initiating public conversations about historical events involving First Peoples and centering the voices of present-day First Peoples in those conversations.

We thank you for your consideration, and look forward to your response.

Respectfully yours,

Rabbi Joshua Breindel, Congregation Beth El of the Sudbury River Valley
Reverend Tom O'Brien, Pastor and Teacher, Memorial Congregational Church (United Church of Christ)
Reverend Dr. Marjorie Matty, Senior Minister, First Parish of Sudbury, Unitarian Universalist
Rabbi Lisa Eiduson, Congregation B'nai Torah

TOWN OF SUDBURY
APPLICATION FOR APPOINTMENT

SELECT BOARD
278 OLD SUDBURY ROAD
SUDBURY, MA 01776

FAX: (978) 443-0756
E-MAIL: selectboard@sudbury.ma.us

Board or Committee Name: Diversity, Equity and Inclusion Commission

Name: **Stephanie Hunt**

Years lived in Sudbury: Moved here Oct 2021

Brief resume of background and pertinent experience:

While working at Harvard School of Public Health, I served on the Dean's Advisory Committee on Diversity and Inclusion where I received several trainings, provided data to better understand the collective community needs, and worked to generate a metrics for success in improving outcomes for marginalized populations within the faculty, staff and students.

Municipal experience (if applicable):

I do not have experience serving on a Municipal committee.

Educational background:

Master of Education in Administration, Policy and Training from Boston University

Reason for your interest in serving:

I have long had an interest in diversity and inclusion as a member of the LGBT Community.

Times when you would be available (days, evenings, weekends):

Weekdays (midday or evenings) are generally best but can be flexible.

Do you or any member of your family have any business dealings with the Town? If yes, please explain:
No

SAH (Initial here that you have read, understand and agree to the following statement)

I agree that if appointed, I will work toward furtherance of the committee's mission statement; and further, I agree that I will conduct my committee activities in a manner which is compliant with all relevant State and Local laws and regulations, including but not limited to the Open Meeting Law, Public Records Law, Conflict of Interest Law, Email Policy and the Code of Conduct for Town Committees.

I hereby submit my application for consideration for appointment to the Board or Committee listed above.

Signature _____

Date 01/20/2022

**TOWN OF SUDBURY
APPLICATION FOR APPOINTMENT**

SELECT BOARD
278 OLD SUDBURY ROAD
SUDBURY, MA 01776

FAX: (978) 443-0756
E-MAIL: selectboard@sudbury.ma.us

Board or Committee Name: Diversity, Equity and Inclusion

Name: Amy Arrigo

Address: _____

Home phone: N/A

Work or Cell phone: _____

Years lived in Sudbury: 7.5 years

Brief resume of background and pertinent experience:

I am a Director of Talent Management for a mid-size insurance company where I lead talent and leadership strategic initiatives that are focused on driving change. I also am highly integrated into our inclusion, diversity and equity programs and our strategy to advance IDE in our company. Prior to this experience I spent 10 years in talent and organization consulting working with clients on major change initiatives, driving change and communication campaigns related to technology, organization models, process, etc.

Municipal experience (if applicable):

I have served on the Sudbury Education Resource Fund (SERF) Board for the past 2 years.

Educational background:

BS, Communication & Business - Cornell University

MS, Organization Dynamics - University of Pennsylvania

Reason for your interest in serving:

I have a passion for IDE and being a part of ideation and solutioning to advance progress in this area. I have leaned in personally, to better educate myself, but also in my professional work (as noted above) I have been leading initiatives to drive change in my own organization. I have two elementary school aged children in Sudbury, whom I am very conscious about bringing age appropriate discussions about IDE up with them. I want to continue to engage in this space and being part of this committee would be a great opportunity to extend further.

Times when you would be available (days, evenings, weekends):

Evenings would be best. I can be available on weekends, when planned ahead. Some day times would be possible but I'd need to schedule around my work schedule.

Do you or any member of your family have any business dealings with the Town? If yes, please explain:

No

AA (Initial here that you have read, understand and agree to the following statement)

I agree that if appointed, I will work toward furtherance of the committee's mission statement; and further, I agree that I will conduct my committee activities in a manner which is compliant with all relevant State and Local laws and regulations, including but not limited to the Open Meeting Law, Public Records Law, Conflict of Interest Law, Email Policy and the Code of Conduct for Town Committees.

I hereby submit my application for consideration for appointment to the Board or Committee listed above.

Signature _____



Date _____

01-23-2022