

# **Notice and Agenda**

## **Sudbury Diversity, Equity and Inclusion Commission**

Lived Experiences/Storytelling Project Sub-Committee Meeting  
Saturday, March 5, 2022  
3:00 PM Open Session

Please click the link below to join the virtual Diversity, Equity and Inclusion - Lived Experiences-Storytelling Project Subcommittee 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 number: 978-639-3366 or 470-250-9358  
Meeting ID: 835 1359 9960

### Meeting Agenda

1. Welcome and open meeting by roll call vote.
2. Approval of minutes - 2/19/22
3. Public Comments
4. Survey
  - Review feedback from sub-committee members
  - Finalize introductory language and questions
5. Community Outreach
  - Review results of individual community mapping exercises
  - Identify lead contacts per group, create outreach text -- general and/or per group.
  - Identify local media for the press release, once the link is live.
  - Begin press release
  - Update timeline with new task deadlines
6. Website
  - Identify the process for buying website or adding to the community website

- Draft job description and “ad” for web developer
- Determine website style
- Update timeline with new task deadline

7. Next Steps

- Next meeting.
- Online work/deadlines in the meantime.

8. Adjourn Meeting by roll call vote.

*“This listing of matters is those reasonably anticipated by the committee 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.”*

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## **Sudbury Diversity, Equity and Inclusion Commission**

Lived Experiences/Storytelling Project Sub-Committee Meeting Minutes  
Saturday, February 19, 2022  
3:00 PM

**Members Present:** Stephanie Oliver, Katina Fontes, Nalini Luthra, Janine Taylor,  
Yana Bloomstein

**Absent:** Peng Zhou, Nuha Muntasser

**Others Present:** Nichole Argo

### **1. Welcome and open meeting by roll call vote.**

Stephanie Oliver opened the meeting and took the roll call.

- Roll Call: Katina Fontes: present; Janine Taylor: yes; Nalini Luthra: present; Yana Bloomstein: present; Stephanie Oliver: present.

### **2. Approval of minutes**

Stephanie presented the draft minutes from the 1/6/22 meeting. There were a few typos mentioned.

Katina made a motion to approve the minutes with the understanding that the typos would be corrected. Nalini seconded the motion.

- Roll call vote: Katina Fontes: yes; Yana Bloomstein (abstain); Janine Taylor: yes; Nalini Luthra: yes; Stephanie Oliver: yes

### **3. Appointment of Sub-Committee Chair and Minutes-Taker**

Stephanie asked if anyone was interested in taking the role of Sub-Committee Chair or Minutes-Taker. She pointed out that although she had taken the lead in organizing the sub-committee so far, that had come out of her Budget/Funding role and that she was very open to someone else chairing the committee, but would do it if no one else was interested.

**Janine Taylor made a motion to nominate Stephanie Oliver to Chair position. Nalini Luthra seconded the motion.**

- Roll Call Vote: Nalini Luthra: yes; Janine Taylor: yes; Yana Bloomstein: yes; Katina Fontes: yes

The committee decided to rotate note-taking responsibility. Katina offered to take notes for this meeting.

#### **4. Survey**

##### Scope

The Committee discussed the scope of the survey with regard to several areas:

- a. focus...race, nationality, gender, disability etc.
- b. Recipient and witness stories
- c. Population to submit stories (i.e. residents, visitors, employees, students)
- d. Time frame (i.e. how far back for the stories)

Nichole pointed out that the more limited we are in terms of the types of stories we accept, the fewer responses we will get. Yana asked whether the targeting of groups could be done in phases, and Janine asked about the possibility of collecting people's own stories first, then witness stories. Nichole said that there could be pros and cons to that approach. Nalini mentioned that we need to consider alternative story collection methods, particularly for those for whom English is not their first language. Katina pointed out that the data could be disaggregated to identify the types of stories (resident, witness, etc.) and said that targeting of different groups could happen through marketing, rather than limited story collection to certain groups.

There was significant discussion on the subject of including children and youth in the survey. Nichole suggested that it might be helpful to provide our survey to the schools and let them take it on for their students because children/youth under age 18 would need parental consent to participate in the survey, though parents could certainly tell stories on behalf of their children. Katina also raised concerns about complications that might arise from including minors. Rules about Human Subjects research conducted by an outside group make data collection more difficult than data collected by the schools directly. It was mentioned that there should be a conversation with the schools no matter which approach was selected. Nichole also noted that the data collected would be useful to share as part of a wider conversation with the school community. Janine volunteered to reach out to school administrators.

As for the other scope considerations, Katina advocated for being as expansive as possible. The committee agreed that the survey should not focus on a particular identity like race, and that stories could come from people who live, work, go to school in or travel through Sudbury (as long as the event itself happened in Sudbury). In terms of a time constraint, Nichole said that the Needham project did not put a time limit on stories, but that most of the stories came from the last 5 years or so. Nalini suggested that we not limit the timeframe but that we collect data on when the story occurred, and the committee agreed with that approach.

##### Draft Survey

The committee reviewed the draft survey created by Nichole (based on the Needham survey). There was discussion about what the goals of the survey should be and how to communicate that. There were questions about whether the introduction to the survey was too wordy, and whether people would read it. Nichole said that not everyone would read it all, but that she thought it was important to have the information there. Katina suggested that maybe some of the background information could be put into a drop-down menu/area that people could click on to read more. Janine asked whether the survey would only seek negative stories. Katina responded that a similar survey in Shrewsbury was open to all types of stories. Janine commented that she liked the idea of including positive stories, but that we would need to be intentional about communicating that. Nichole pointed out that some positive stories would likely come out even if we frame the survey as is (such as through upstanders). The committee decided to keep the survey open to all types of stories.

There was discussion about what to say about the survey's goals in the introduction. Janine suggested that we say something about identifying issues so that we can resolve them/put interventions in place and become the kind of community where everybody, regardless of how they identify, has that sense of being included and belonging.

It was agreed that everyone would review the survey and send comments and edits to Katina by March 2nd so she could create an edited document for committee review at the next subcommittee meeting.

## **5. Community Outreach**

Yana offered to be the Community Outreach Lead, but said she would like a partner. Janine offered to partner with Yana. As a member of the DEI Commission's Outreach Working Group, Yana said she already has a list of community contacts that she would send out. Stephanie noted that eventually all members of the SDEIC would need to be involved in outreach. Katina noted that realistically, the survey would not be ready to go live until April 1st and that one benefit would be soliciting responses at Town Meeting in May. The committee agreed to review that list and then complete the Community Mapping exercise individually before the next meeting. There was some discussion on the timing of outreach (starting before or after the survey is live). Nichole said that with the Needham project, they had everything ready to go and started outreach with a live link (beginning with a press release).

## **6. Website**

Nichole said she would provide job descriptions for the website developer and intern roles so that we could begin outreach. Nalini suggested that the website could potentially be developed by a high school student as a community service project. Nichole noted that the intern's job would mainly involve cleaning up stories to remove identifying information. She also suggested also posting at local colleges for both positions. Katina suggested that HireCulture.org would be a good place to post the intern position. There was a brief discussion about using Google Sites vs. Qualtrics for the survey.

## **7. Public Comments**

Lisa Kouchakdjian suggested that the sub-committee connect with Karyn Jones, liaison for the Commission on Disability regarding survey accessibility. Nalini suggested that Karyn email Stephanie as the sub-committee chair.

## **8. Next Steps**

The committee agreed to meet every 2 weeks for now, with the next meeting on Saturday, March 5 at 3:00 pm. Stephanie said she would send a Doodle Poll to identify future meeting dates.

## **9. Adjournment**

**Nalini made a motion to adjourn the meeting. Janine Taylor seconded the motion.**

- Roll call vote: Nalini Luthra: yes; Yana Bloomstein: yes; Katina Fontes: yes; Janine Taylor: yes; Stephanie Oliver: yes

**The meeting was adjourned at 5:00 pm.**

# Sudbury Lived Experiences

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Start of Block: Intro

## Q1 *Welcome to 'Lived Experiences'!*

**What are we about?** Storytelling for change. We believe that for Sudbury to be a place of belonging, it must be a place of equity. Lived Experiences collects local stories to document experiences with all forms of racism and identity-based prejudice IN SUDBURY--from people who live, study, visit, or work in Sudbury. Our survey is anonymous, and--if you want it to be, confidential--so that anyone who has a story to tell can tell it without fear. Our goal is to...XYZ

Important: Only those stories that respondents have designated as "okay to share publicly" will be included on the website, and potentially shared on other platforms such as the Sudbury Lived Experiences Facebook page, town webinar discussions, etc. On the other hand, if YOU would like to share your story at a future event, you can--let us know in the survey.

**Why should you participate in Lived Experiences?** Because stories have the power to transform cultures and power systems, as they have in the #MeToo movement. We know that asking someone who has already had to endure bias and discrimination exacts a further emotional effort from them, but we believe telling one's story is also EMPOWERING. And it creates CHANGE. Your story can help transform our community by re-setting the agenda, triggering awareness, prompting reflection and dialogue, building new relationships across groups, and shifting norms--from complacency and resignation to responsibility and agency, from hiding and secrecy to inclusion and upstanding.

**Who leads Lived Experiences?** The Lived Experiences Project in Sudbury was created by XYZ. Before being made public, this survey was reviewed by a racially diverse group of Sudbury residents with expertise in XYZ.

*To participate, click -->.*

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**Q56 *Share your story, or a story you witnessed. You can also tell a story on behalf of someone else.***

**When you tell your story, we ask that you make all aspects of your story anonymous.** If identifiers are given, they will be omitted before we make the final report available to the public.

This form will ask you:

- If the story you are sharing happened to you, or if you are sharing it on behalf of someone else;
- If you'd prefer we keep the story confidential, or if the story you are sharing can go on public record (and if you'd be interested in sharing it in a future forum);
- To write about what happened (where, when, how, etc.);
- How others responded;
- How the experience made you feel, and/or impacted your life;
- How you wish the experience would have played out, and,
- What sort of change you'd like to see in Sudbury; and,
- Demographic questions.

This questionnaire will take ~10 minutes to complete (depending upon how long it takes to write your story). We will provide question prompts to help you tell your story and you can share up to two stories with each entry.

We invite you to share your experience if you:

- Have experienced or witnessed identity-based mistreatment on the basis of your race, ethnicity, religion, partisanship, national origin, religion, socio-economic status, (dis)ability, gender, gender-identification, age or sexuality gender;

AND

- You are: A Sudbury resident, or a person who works, goes to school in, spends time in, or often travels through Sudbury.

End of Block: Intro

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Start of Block: Story 1





**Q349 Thank you for contributing to the Lived Experiences Project!**

Before we begin, are you telling this story on behalf of yourself or someone else (e.g., a child, family member, friend, etc.)

- Myself (1)
- Someone else (Please write what your relationship to them is below, e.g., son/daughter, friend, etc.) (2) \_\_\_\_\_

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Q53 All stories told here are anonymous, meaning nobody will know your name or the names of others involved. Still, sometimes people worry that the story itself could make them identifiable. For this reason, we are offering to keep some stories confidential (and to store them on a secure server).

How would you like us to use your story?

- My story can be shared publicly. (0)
- Please keep my story confidential. Do not share the details of my individual story publicly. (1)

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Page Break

Q179 Below, please write about your story. Your story should tell about a local experience with racism and/or prejudice. As you write, try to include the following information:

- **Describe the event.** What happened, who was involved (without using names), and in what sequence did the event/s unfold?
  - **Describe the setting.** Where did it happen? ( e.g., if in school, in the hallway/classroom/field, etc?)
  - **When did it happen?** (e.g., approximate month, year, day of week, time of day)  
*Reminder: Do NOT use names when describing yourself, your friends or anyone else in your story.*
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Q180 Did anybody else see what happened, and/or were there bystanders or others involved?

Yes (1)

No (0)

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*Display This Question:*

*If Did anybody else see what happened, and/or were there bystanders or others involved? = Yes*

Q181 Who were these bystanders (without using names)? How did they react? *Did they do nothing? Did they side with the perpetrator? Did they lend you support or encouragement?*

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Q182 How did this experience make you feel?

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Q184 How do you wish this experience would have ended? (e.g., In an ideal world, what should have happened?)

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Q183 How has this experience changed you and/or your loved ones (if at all)?

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Q185 To help us organize the stories that we receive, please tell us which of the following categories best describes **WHO** mistreated you?

*Note: You can select more than one option.*

- School authority figure (e.g., teacher, counsellor, coach, etc.) (1)
- School students (2)
- Store/restaurant employee (3)
- Home service provider (4)
- Public official (5)
- Neighbor (6)
- Sudbury Police or law enforcement (7)
- Housing authority (8)
- Medical professional (9)
- Resident, or member of the public (10)
- Other (11) \_\_\_\_\_

Q186 Which of the following categories best describes the **TYPE** of mistreatment you experienced?

*Again, you can select more than one option.*

- Verbal (e.g., name-calling, verbal abuse or attacks, micro-aggression) (1)
  - Physical (e.g., being chased, pushed, hit, etc.) (2)
  - Procedural, or process related (e.g., being overlooked or un-prioritised in an application process, being targeted or profiled as a law breaker, etc.) (3)
  - Programmatic (e.g., lacking information or access to programs, being offered programs with lesser value) (4)
  - Other (5) \_\_\_\_\_
-

Q54 Would you say the type of mistreatment you experienced was due to... ?

- Race (1)
- Religion (2)
- Culture/nationality/ethnicity (3)
- Gender or gender identification (4)
- Sexual orientation (5)
- Age (6)
- Disability (7)
- (Social) Class (8)
- Partisan identity (e.g., liberal, conservative, etc.) (9)

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**Start of Block: Demographics 1**

Q44 *Before we close, we have just a few more questions for you.*

Q45 What best describes your relationship to Sudbury?

- I live here. (1)
- I work here. (2)
- I study here. (3)
- Other (e.g., visiting, commute through Sudbury, shop here, etc.). *Please write what brings you to Sudbury:* (4) \_\_\_\_\_

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*Display This Question:*

*If What best describes your relationship to Sudbury? = I live here.*

Q46 For how long have you lived in Sudbury?

- Less than a month (1)
- Less than a year (2)
- 1-2 years (3)
- 2-5 years (4)
- More than 5 years (5)

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*Display This Question:*

*If What best describes your relationship to Sudbury? = I work here.*

Q47 For how long have you been coming to Sudbury for work?

- Less than a month (1)
- Less than a year (2)
- 1-2 years (3)
- 2-5 years (4)
- More than 5 years (5)

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*Display This Question:*

*If What best describes your relationship to Sudbury? = I study here.*

Q48 For how long have you been coming to Sudbury to study?

- Less than a month (1)
- Less than a year (2)
- 1-2 years (3)
- 2-5 years (4)
- More than 5 years (5)

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Q46 In your view, what do you think needs to happen for Sudbury to become a more welcoming, inclusive and equitable community?

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Q3 What is your age?

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Q6 With what gender do you identify?

- Male (1)
  - Female (2)
  - MtF Female (3)
  - FtM Male (5)
  - Genderqueer (6)
  - Other (4) \_\_\_\_\_
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Q243 What is your race/ethnicity? *Please select as many as you identify with.*

- White (1)
  - Black or African American (2)
  - American Indian or Alaska Native (3)
  - East Asian (4)
  - South Asian (9)
  - Southeast Asian (8)
  - Native Hawaiian or Pacific Islander (5)
  - Hispanic or Latinx (6)
  - Other (7) \_\_\_\_\_
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Q92 With what religion do you identify?:

- Evangelical Christian (1)
- Catholic (10)
- Muslim (2)
- Jewish (3)
- Hindu (4)
- Buddhist (5)
- Mormon (6)
- Atheist (7)
- Agnostic (8)
- Other (please write it in) (9) \_\_\_\_\_

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Q9 What is the highest level of education that you have completed?

- Some high school or less (1)
  - High school graduate (2)
  - Trade or technical school (3)
  - Some college (4)
  - College graduate (5)
  - Post graduate degree (6)
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Q47 How would you rate your relative household income, as compared to the median Sudbury income of \$XYZ?

- My household income is lower than the median income. (1)
- My household income is approximately the same as the median income. (2)
- My household income is higher than the median income. (3)

**End of Block: Demographics 1**

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**Start of Block: Feedback**

*Display This Question:*

*If All stories told here are anonymous, meaning nobody will know your name or the names of others in... = My story can be shared publicly.*

Q54 Earlier in the survey, you said that 'Lived Experiences' can share your story publicly. At some point, we might begin organizing public discussions or events meant to encourage recognition and discussion of lived experiences in Sudbury . **Would you be interested in sharing your story at a future event? (e.g., a webinar discussion, Facebook live event, etc.)**

Yes (If so, please enter the best form of contact for you below)

\_\_\_\_\_

No

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Page Break \_\_\_\_\_

Q257 You have almost completed the survey!

Do you have ideas for events you'd like to see organized using these stories? Please also feel free to share any questions or feedback for us below.

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Q53 Lastly, would you like to get involved with the Lived Experiences Project, or learn about other initiatives working to fight racism in town? If yes, please include your contact information here and we will reach out.

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**Q96 Thank you for sharing your story, and being a voice for change in Sudbury!** We believe this collection of Sudbury-based lived experiences can be an important part of raising the awareness of our town members and leaders.

**Please feel free to copy the blurb below and paste it into an email or Facebook message encouraging your network to participate in the survey:**

*I told my story to amplify our voices and create equity in Sudbury. **You can too!** Take the Lived Experiences Survey: [\[link\]](#)*

Below, we include a list of legal, psychological, and health assistance resources that may be helpful in relation to the story you've shared here.

**Massachusetts Attorney General**

<https://docs.google.com/document/d/145ERvrm5lh4Sw5lYjcXp9b9wEYtfQxYll6rUJwabf0/edit>

**ACLU - Reporting and Intake** <https://www.aclum.org/en/seeking-legal-help-aclu>

**Lawyers for civil rights** <http://lawyersforcivilrights.org/gethelp>

**NAACP** <http://naacpboston.com/services-2/>

**Sudbury Health and Human Services** [\[link\]](#)

End of Block: Feedback

## Community Outreach - Mapping Exercise

- Who are groups that are likely to be directly affected by identity-based mistreatment in Sudbury (e.g., discrimination, profiling, violence)?
- What types of formal organizations exist in your community that include or support these groups (e.g. trade unions, civic organizations, volunteer organizations, advocacy organizations, mutual aid societies)?
- What types of informal organizations exist in your community that include or support these groups (e.g. Facebook groups for parents)?
- Which faith communities are present in your community that might have links to these groups?
- Who are the influential groups in your community? Who do people listen to? Who has a large platform?
- Who are information spreaders in your community (e.g. bartenders, postal workers, Facebook group moderators)?
- Who are the local media contacts relevant to this work?