

Sudbury Diversity, Equity and Inclusion Commission
Sudbury DEI Commission Subcommittee on Structure Meeting
Thursday, March 3, 2022
7:00PM via Zoom

Agenda

1. Role call attendance
2. Approval of minutes of meeting February 3, 2022
3. Discussion of working structure of the DEI Commission: Review of subcommittees and responsibilities

Present: Sue Rushfirth, Sue Abrams, Paula Hudson, Peju Champion

The meeting was called to order at 7:10PM

Sue Abrams Aye Paula Hudson Aye
Sue Rushfirth Aye Peju Champion Aye

1. Minutes of February 3, 2022

Motion to accept the minutes was made by Sue Rushfirth and seconded by Paula Hudson

Sue Abrams Aye Paula Hudson Aye Sue Rushfirth Aye Peju Champion Aye

2. Subcommittee discussion

Note: organization chart is included below.

Lived Experience

- The project will include a town-wide survey. Although Needham did not do this, and it is beyond the scope Dr. Argo's contract, she has agreed to look at some of them.
- The question was raised as to who creates the questions...is it the Outreach Committee? It is unclear if that committee wants to head up this piece of the project. This should be clarified.

Outreach

- The specific role of the outreach committee needs clarification. Peju will check with Katina.
- A survey of town boards and committees should be undertaken.
- Paula will send Peju sample questions for the committee to review.
- A discussion of the specific information requested included these points:
 - **The goal of this survey is:**
 - Provide a demographic snapshot of who is represented on town governance bodies so residents can see if their identity/intersectionality is part of that representation.
 - Increase diversity in representation on town boards and committees.
 - It is important to be clear about what will be done with the information. A report will go to the Select Board but members thought it should go to the entire town in an effort to educate everyone and encourage more participation.

- Should we survey all or some of the boards and committees. The general sense was that all boards and committees should be surveyed.
- What identities are we looking for...if we frame the question with 3 choices-Y,N, Choose not to answer, then people can make decisions that are comfortable for them.
- Information on how to volunteer for boards and committees needs to be more transparent and widespread, as do the actual descriptions of the role of each committee and expertise (if any) needed for volunteers. This should be shared beyond just the town website and word of mouth.

Training

- Paula volunteered to facilitate this committee and investigate options for training.
- **The goal of this committee is**
 - Investigate various training models, organize the training and identify funding.
- Paula shared a few possibilities, including Linked in Learning.
- Sue R. will reach out to Vona and Tanisha to join this committee.
- Discussion revolved around whether training should be through independent webinars or workshops, or whole group programs.
- Noting the importance of the commission developing a shared experience and developing a group sense of connection, it would be best to have an additional meeting (or meetings) to do this work as a whole group.

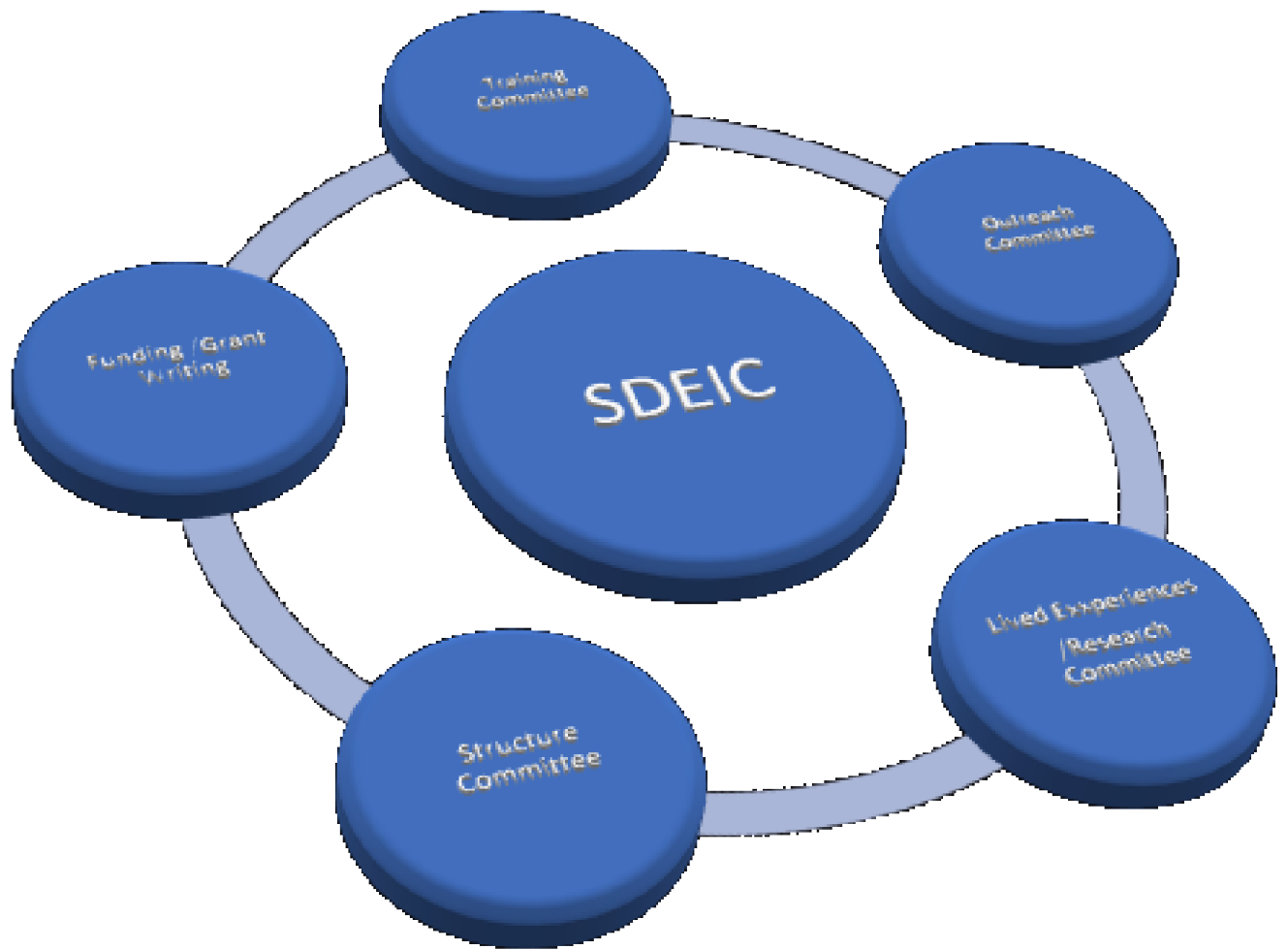
Next Meeting: Thursday, April 7, 2022

Motion to adjourn made by Sue Abrams and seconded by Sue Rushfirth.

Sue Abrams Aye Paula Hudson Aye Sue Rushfirth Aye Peju Champion Aye

Meeting adjourned at 8:24pm.

Respectfully submitted,
Sue Abrams
Clerk



Structure of the Sudbury Diversity, Equity and Inclusion Commission March 2022