

- I. Welcome and Opening of Meeting
 - A. 7:05pm Welcome
 - B. Roll Call
 - 1. Present: Nnenna Uneke, Janine Taylor, Joanna Steffey, Thomas Plihcik, Safa Khan
 - 2. Absent: Isaac Tesfay
- II. Land Acknowledgement
 - A. Nnenna shared a reflection about the contrast of those being stewards: ensuring the ocean is protected, children have food, etc. versus those who are acting in opposition to those goals.
 - B. Safa shared a reflection about traveling to New York state and the presence of names of those who have inhabited the land. Also acknowledged the critical importance of acknowledging that we *have* made mistakes and we must learn from them as we move forward.
 - C. Janine reflected on a colleague unable to return to the US after traveling to Africa. While she was working here legally, she may not be able to return and do her work at the group home where she was employed.
- III. Public Comment
 - A. No requests this evening
- IV. DEI Commission membership
 - A. Serena Hu - has resigned, town clerk to confirm end date
 - B. Isaac Tesfay- Janine shared that he had been waiting to complete conflict of interest training, although the SDEIC had voted to remove him. The town says he was never a member because he hadn't been sworn in. His email had not been accurate in communications with the town. Janine circled back to Andy and Radha to determine whether we should consider his membership.
 - C. Application came in- try for September meeting interview
 - D. Janine to discuss return of former member, request she re-apply
 - E. Advertising/recruiting applicants
 - 1. Add to our facebook group and others
 - 2. Intentional outreach
 - a) Chinese American group previously represented, **Janine to search for previous member's email**
 - b) Queer community- Sudbury PRIDE, **Joanna to connect**
 - 3. Flyer- **Janine had drafted**
- V. Review/Approve prior Meeting Minutes
 - A. Quick discussion of improving process, using AI summary as well. **Safa to work on getting approved minutes posted.**
 - B. Plihcik motion to approve May minutes, Khan second
 - 1. All present voted affirmative
 - C. Steffey motion to approve July minutes, Uneke second
 - 1. All present voted affirmative

- VI. Update re our letter to school committees and committee leaders
 - A. Sent and also published in Sudbury weekly
 - B. Responses
 - 1. LS School Committee Chair (Ravi) was responsive and open to forming more of a two way dialogue
 - 2. Chief Nix also welcomed returning to select meetings
 - a) Consider an in-person meeting at the police station
 - b) Request that he address the targeted break-ins of south asian homes, share about self defense class
 - c) **Ask for his participation** but be open about the timeline (Sept or Oct)
 - 3. SPS School Committee Chair response did not seek further engagement at this time, due to our “lack of jurisdiction over” the schools
 - 4. No response from SPS Superintendent Brad Crozier
 - 5. LS Superintendent response provided detailed answers to audit
 - a) DEI training for second year staff w/ consultant
 - b) PD on microaggressions 24-25
 - c) Annual student panel to share challenges w/ faculty
 - d) Universal Design Learning training with equity focus
 - e) Data analysis of attendance, MCAS, disaggregated by subgroups
 - f) Active work on equity practices in hiring
 - 6. Next step: model what we’re trying to build (bi-annual reports, for example) with LS, **Chairs to invite Andrew Stephens and Ravi** to publicly share their updates (Sept-Nov)
 - C. Plan our agendas to include direct invitations
- VII. Takeaway from Co-chairs’ meeting with Chair of Wayland HRDEIC (Karen Blumenfeld)
 - A. Associate members
 - B. Regular updates and acknowledgements on the town website- due to strong relationship with town manager and select board they can post statements with relative ease
 - C. Resources are frequently linked (MA human rights coalition)
 - D. Multicultural festival renamed as Wayland Fest (Oct 4)
 - E. Would SDEIC collaborate with HRDEIC to co-host district atty Marian Ryan discussing hate crimes? Maybe their police chief is part of the panel, would we reach out to Chief Nix to also participate.
 - 1. Steffey motion to cosponsor November event with Wayland
 - 2. Plihcik second
 - 3. Affirmative: Taylor, Plihcik, Khan, Steffey
 - a) No vote from Uneke, lost connection
 - 4. **Safa will reach out to Chief Nix**
 - 5. Steffey motion for Safa to write letter to Chief Nix regarding this opportunity and Sept/Oct meeting. Taylor second. All present voted affirmative (Uneke lost connection)

VIII. Review DEI Commission Report due to Select Board – September 9

A. Review goals

1. Give community members a platform, amplify voices in absence of DEI role at town or school level
2. Re-engaging the advisory (non-voting) members of commission per mission statement and formalizing structure for “reports” on a timeline, we need inputs to define our work. Tell the select board we are going to be asking
 - a) Would your group likely have relevant information for us
 - b) How could you share: report, attend our meeting
3. Host/sponsor/co-sponsor 1-2 annual events

B. Plihcik motion to approve report with revisions as discussed for submission to select board before Sept 9. Steffey second

1. All present voted affirmatively (Uneke connection lost)

IX. Confirm Next meeting Date- September 11th, October 9th

X. Meeting close- Uneke motion to close, Taylor second

A. All present voted affirmatively