Sudbury Diversity Equity and Inclusion Commission Meeting Notes September 11, 2025

I. Welcome and Opening of Meeting
   A. Welcome- meeting start at 7:10pm, remote attendance only
   B. Roll Call
      *Present*: Taylor, Steffey, Plihcik, Uneke, Khan (Tesfay present after 7:33p)
      *Absent*: (Uneke absent 7:20p-8:21p, no impact on quorum)
   C. Land Acknowledgement
      Read by Janine
      Reflection by Thomas on Dawnland showing at JP film festival
      -the victims were present, they were adults (not elderly), this was not long ago
      Possible showing in Boston in October, SDEIC could explore hosting at library or one of the schools
II. DEI Commission membership
   A. Welcome Isaac Tesfay- his email address has been resolved so he is a current member, so we only have one space remaining
   B. Plan to interview applicants received:
      Lorena Jafarov and Kimberly Lezak (Safa to invite)

Safa provided update about outreach to Chief Nix regarding hosting meeting at police station. September date was unavailable, but October 9th is available so the room is scheduled for SDEIC hybrid format meeting. Members should attend in person if possible. Chief Nix will have an opportunity to share any relevant updates. Safa to confirm with him again prior to Oct 9.

III. Public Comment- None
IV. Review/Approve prior Meeting Minutes
   A. Janine to request minutes from prior to July
   B. In review of minutes, edits required in the context of Isaac's membership
   C. Taylor motion to approve August minutes, Plihcik second
      All present voted affirmative: Tesfay, Steffey, Plihcik, Taylor, Khan
V. Update on co-sponsored event with Wayland HRDEIC
   Wayland Chief of Police reached out to Chief Nix/SPD and both groups are now on board with co-sponsoring, although SPD unable to attend
   November 10th event
   Link to be shared after this meeting for event registration
   Karen will supply flyer, we can support with advertising to boost attendance
VI. Review DEI Commission Report due to Select Board – September 25
   A. Joint Select Board and DEI Commission meeting – Sept 30
      1. Meeting is hybrid, all members expected, quorum needed
      2. Report will be shared, including accomplishments, challenges, consultant review, and goals
         a) Small edit made to describe our requests to other departments as periodic rather than bi-annual

3. DEI Commission to post an agenda prior to meeting, stating that we are presenting our annual report and Dr. Fernandez' report, and will invite discussion and conversation with Select Board
4. Commission members will receive a panelist invite a week prior (Janine will confirm how we will receive access)
5. Select Board will host
6. Isaac shared some helpful questions that we can bring to the joint meeting "How do we ensure the integrity of the work? How do we have accountability?"
7. Janine to share consultant's report and Lived Experiences project report to Isaac

VII. Open Dialogue

A. What else is top of mind for committee members
Safa shared regarding the zoom bomb event at previous COD meeting involving expletives. Thomas and Janine shared about our previous experience and Janine shared that she has been given training to manage any similar situation. Safa shared an email in her spam that had been addressed to DEI and included hateful messaging. Andy, town manager, came on to suggest possible steps, such as forwarding any emails to Mark Thompson.
Andy suggested considering a co-host so that you have two people on the controls, such as the co-chair. Janine will add co-hosts moving forward.

B. Future agenda topics ideas
1. October
    a) Interview candidates
    b) Wayland collaboration update
    c) Chief Nix
2. November
    a) School contacts- LSRHS school committee etc
    b) Janine to invite Ravi and Andrew

C. Confirm Next meeting

VIII. Meeting Close

A. Plihcik motion to close. Uneke second.
Testfay yes, Khan yes, Steffey yes, Plihcik yes, Uneke yes, Taylor yes