

Diversity, Equity, & Inclusion Commission Minutes
7:00 pm EST | Thursday, 25 February 2021
Virtual Meeting

To Participate Remotely:

From a computer please click <https://zoom.us/j/94559746653> to join the public meeting webinar: or from a telephone please dial (646) 876-9923 and enter webinar ID: 945-5974-6653. To request to speak after joining the meeting, computer and app users may use the “raise hand” feature, and telephone users may press *9.

X	David Martin, Chair		Nathan Cookson, Clerk
X	Diane Randolph Jones, Vice Chair		Sunanda Pepalla
X	Leela Ramachandran		Nassra Mgeni
X	Sandra Hinds		Makena Muindi
X	Neha Saravanan		Dawn Wang
X	Julie Pierce Onos (Associate)		Charmaine Williams
X	Simon Li (Associate)		Odeviz Soto

Called to order: 7:02 pm EST

I. Regular Business

1. Notes from the chair

- Acton town election is on March 30th, 2021
- Town Manager is looking into translation options for the DEIC survey; he is close to publishing the survey
- DEI Workshops through the Town: Friday, Feb. 26th or Tuesday, March 2nd. Both 2-5 pm EST. We are welcome to attend

2. Experiences from the Public

- No experiences shared

II. Special Business

1. Discuss the implementation of an incident reporting system.

- David showed examples from the University of Massachusetts Amherst and Methuen
- Collect data to identify trends and areas to be addressed
- Who does it go to?
 - I. If we had permanent DEI Officer, obvious choice would be this person. They could act as an advocate as well, especially if the incident had to be taken to police (want to minimize police interaction as much as possible unless that's victim preference)
 - II. Mandatory reporting
 - III. Needs someone who is trained and paid. Best practice = expectation of a response w/in 3 business days
- Confidentiality is important
- Victim should be part of the conversation – how to help them to feel whole again?
- Restorative Justice model: how can we decrease likelihood of repeat incident as well as supporting the person on the receiving end of the incident?

- Hate crimes: <https://www.mass.gov/doc/2019-massachusetts-hate-crimes-report/download>
- 2. Being a DEIC ambassador in the community (Sandra)
 - Sandra wondering if there are opportunities to represent the DEIC
 - David will continue to share opportunities as they come

III. Closing Items

1. Approve minutes from previous meetings.
 - Motion to approve Feb. 11, 2021 minutes by Leela; Sandra seconds
 - Approved unanimously
2. Confirm future meetings and calendar events.
 - • 7:00 THU 04 MAR meeting
 - • 7:00 THU 18 MAR meeting
 - • 7:00 THU 01 APR meeting
 - I. Mar. 4th meeting cancelled, next meeting is Mar. 18th 2021
3. Adjourn
 - Motion to adjourn by Leela; Diane seconds
 - Approved unanimously
 - Meeting adjourned at 8:40pm EST