

## DIVERSITY, EQUITY & INCLUSION COMMISSION

7:00pm THURSDAY JUN 10th, 2021

\* VIRTUAL MEETING \*

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

Called to order at 7:10

### Regular Business

1. Notes from the chair

### Special Business

2. Marianne Fleckner from Acton HR
  - Marianne joined to inform the DEIC about all the open job positions in Acton town government, including openings in the Planning Department, Police Department, Department of Public Works, and summer internships.
  - Members asked questions about various positions, and offered suggestion about how best to recruit for those positions.
3. Review Survey Results
  - Commission reviewed results presentation
  - 692 people filled out the survey
  - Discussed why there were so many skips of some questions, and if on future surveys skips should not be allowed. However, it was noted that 5-30% of surveys are usually completed, so well over 50% is very good.
  - Demographics reported by survey respondents match actual Acton demographics reasonably well.
  - Good that youngest respondents are only 12 years old.
  - Survey results for the Select Board are decidedly so-so. What can we put in our recommendations to improve that.
  - Respondents considered an incident reporting system important.
  - Good start for recommendations.
4. Discuss Town Meeting Capital Item for a Diversity Officer
  - There was concern that town meeting would not know what to vote for, if there was not a job description for a diversity officer.
  - The process is a bit different:
    - I. DEIC will make recommendations to the Select Board
    - II. Select Board will decide on actions based on the recommendations.

- III.** The capital item for town meeting is for a study to determine how to structure a diversity officer position and integrate it into town government.

**Closing Items**

5. Approve minutes from previous meeting
  - Charmaine moved, Sunanda seconded, unanimously approved
6. Next meetings and calendar events

7:00 THU 24 JUN meeting

7:00 THU 08 JULY meeting

7. Adjourn
  - Sandra moved, Lingya seconded, unanimously approved
  - Adjourned at 8:50 pm