

DIVERSITY, EQUITY & INCLUSION COMMISSION MINUTES  
7:00pm THURSDAY 26 May 2022

**Present:**

X	David Martin, Chair		Nathan Cookson, Clerk
X	Diane Randolph Jones, Vice Chair	X	Sunanda Pepalla
X	Julie Pierce Onos		Lingya Zhou
X	Sandra Hinds		Neha Saravanan
X	Melissa Kaplan Morse		

I. Regular Business

Called to order at 7:04.

1. Notes from the chair

David noted that the DEI Director study group was going to have public input sections

II. Special Business

1. Consider recommending that the Select Board adopt a working definition of antisemitism

The Commission discussed the draft proclamation from Melissa. Minor changes were made to make the reference to Holocaust Remembrance Day general. Sandra moved and Sunanda seconded a motion to recommend to the Select Board that they issue the proclamation.

2. Update on progress on hiring a DEI Director

David announced that the Collins Center group studying the DEI Director is nearing completion of its work. Recently, they have had one virtual and two in-person sessions for community feedback. At those sessions a small number of people argued against the DEI Director position, but the question at these sessions wasn't whether to have the position, which has already been approved by town meeting, but rather how to integrate the position into the town's organization. There will be one more input session on recommendations next Wednesday. The group will issue its report by the end of June. Then, the Select Board will consider how to proceed.

3. Brainstorm on ideas for community outreach, etc.

The Commission brainstormed about what we might do for community outreach.

- Town hall style events are good, but the Commission does not have anyone trained to moderate such events.
- Retreats developing a shared consensus would be good.

- We can join or have joint events with other organizations. Intentional on-boarding is good.
- We could have quarterly education sessions with interested parties.

#### 4. Discuss methods of public input

David asked if we should consider having a public input section of our meetings again, noting that we stopped having public input about a year ago, in order to have a safe space for the Commission to do its work. The consensus was that we should not allow public speakers, because they cannot be moderated. We should consider some kind of written input, via email or the Zoom Q&A feature. That written input could be read by the chair.

#### 5. Discuss process for selecting a new chair, vice-char

David again encouraged the Commission to select another chair, because it is not good for a commission to advise the Select Board to be chaired by a member of the Select Board. There were special circumstances, as we were developing our report, but now the Commission is on-going.

### III. Closing Items

#### 2. Approve minutes from previous meetings.

- Sunanda moved and Diane seconded to accept the minutes from 14 April. They were approved unanimously.

#### 3. Confirm future meetings and calendar events.

- Next meeting wasn't scheduled.

#### 4. Adjourn

- Julie moved and Diane seconded. Unanimously approved.

Adjourned at 8:30