

DIVERSITY, EQUITY & INCLUSION COMMISSION MINUTES  
7:00 p.m. THURSDAY Dec 12th, 2024

Present:

|   |                                |   |                          |
|---|--------------------------------|---|--------------------------|
|   | David Martin, liaison          | X | Suravi Bhatia, student   |
| X | Melissa Kaplan Morse, co-chair | X | Wanjiku Gachugi, liaison |
| X | Sunanda Pepalla, clerk         | X | Zayd Dhashageer, student |
| X | Diane Randolph Jones, co-chair |   |                          |
| X | Sandra Hinds                   |   |                          |
|   |                                |   |                          |

Meeting called to order at 7:05 p.m.

**Regular Business**

**1. Notes from the Co-Chairs**

- a. Commissioner recruitment updates (Zayd, Sandra)
  - Action: Melissa to write another article in Action Unlimited
  - Discussed social media presence for better outreach as recommended by Suravi, consider Instagram to share the commissioner recruiting flyer.
  - Explore permission to post the flyer on the town page.
  - Assessing needs for moving forward specifically diverse representation, response to hate and bias events and additional training needed.
  - Avenues for dissemination: High School Principal's newsletter, Digital Backpack, Municipal Monthly, Newsflash, Library bulletin board, Town bulletin board and Acton Exchange.

**2. Updates from the DEI Director**

- a. **Movie Screening: Crip Camp (Tentative Feb 18 @ 1pm, capacity 50 attendees)**
  - Getting a license from Netflix was incredibly easy.
  - Free screening so no attendee registration requirement.
- b. **Screening Retrospective: Chronicles of Racism in America**
  - Turnout ~50, max capacity 350.
  - Associated fees covered by town funds.
  - Diverse turnout from Acton and surrounding towns.
  - The post screening discussion was engaging.
  - Notes: What went well and what can we review for increased impact in future

- Review: Can we do similar screenings again and what kind of support is needed for a broader reach and increased impact.
- The overall view is that a sub-committee might be better to give the scope of execution to create a broader reach and impact.
- Getting the screening permission needs work.
- Collaborating was and will continue to be key to success: How do we involve diverse organizations and broaden reach to multiple towns, libraries, DEI commissions and write articles for awareness.
- Key logistics: Flyer creation and distribution, transportation to venue, time of event.
- Nature of screening: In person and no component can be online.

### **3. Commissioner Updates and Discussion**

#### **a. Volunteer Form Comments**

- Reviewed full comments. Diane took an action to review the race/ethnicity items.

#### **b. Juneteenth Celebration**

- Sunanda reviewed a draft planning document and got some initial feedback but needs to be continued next meeting to move forward.

#### **c. Vision Statement and Strategic Plan discussion initiated.**

- Address a problem in the community and have direct impact.
- SMART goals that are impactful.
- Goals of Education, Awareness and Action.
- More visibility and collaboration in the community.

### **4. Closing Items**

- a. Approved minutes from Sept and Nov 2024
- b. Upcoming meeting on Jan 9, 2025
- c. Adjourn (Sunanda moved, Sandra seconded)