

Minutes of Sharon Diversity, Equity, and Inclusion Committee on August 10, 2023

1. 7:03 p.m. Attendance

Present: Toben Asklar; Alison Kellom; Bill Kondrath; CP; Lajos Kamocsay; Marjorie Mitlin; Shelley Keimach; Kim Hokanson; Kiana Pierre-Louis; Scott Leonard

2. 7:04 p.m. Email Correspondence presented by Marjorie Mitlin, correspondence clerk

July 19th, 2023

From: Jen Illuzzi, a member of the SREA

SREA wants to partner with the DEIC on next year's Juneteenth Celebration (2024)

They made a suggestion that we do an Art Gallery and Show, and they are suggesting a low-key opening.

July 31, 2023

From: DEIC Director

We are getting a new board member on the DEIC: Chandu Krishnan.

August 2, 2023

The DEIC members are invited to the next virtual Select Board meeting, where two of our members, Toben and Bill, will be presenting to the Select Board about the DEIC's proposal for anti-bias training for new volunteers and appointed committee board members on Town committees.

In addition, Toben will present to the Select board, presenting the DEIC's recommendation for a full-time DEIC director for the town.

August 4th, 2023

From: Sutanuka Phoenix

IAGB's Indian American Flag Hoisting event was happening on Sunday, August 6th at 9 a.m. Kevin Bishop represented the Sharon PD at their event.

3. 7:15 p.m. Introduction of new DEIC member: Chandu Krishnan.

Chandu moved to Sharon from Quincy five years ago. He is originally from India and lived and worked in Britain for some time.

Members introduced themselves and mentioned a dish/meal they liked and what it means to them.

4. 7:25 p.m. Summary of Diversity, Equity, and Inclusion Presentations to the Select Board

i. Advisement regarding a Town of Sharon DEI Director

Toben Asklar presented the DEIC unanimous recommendation for a full-time DEIC professional for the town. The Select Board will discuss this recommendation further on August 22, and (possibly) vote on the recommendation.

ii. Recommendations of DEI training module(s) for town boards and committees.

Bill Kondrath led the discussion at the Select Board meeting (August 1). The DEIC recommended SunShower Learning as a vendor for training. He presented the DEIC recommendation of a course on

Defeating Unconscious Bias. Kiana Pierre-Louis suggested that we add a course on Disarming Microaggressions. The recommendation is that we start the contract October 1, 2023. The town would have one year to access the training course(s). A discussion took place on who would be required to attend. The Select Board will further discuss and vote on these matters on August 22. Toben Asklar recommended that DEIC be among the first people to take this training. Shelley Keimach recommended that each board or committee discuss what they learned.

5. 7:35 p.m. Sharon Day: Sunday, October 1, Veterans' Memorial Park Beach, 11 a.m.-3 p.m.

i. Application, cost, sign up times for staffing the DEI table.

Shelley will fill out the application for DEI table.

Her memory is that we did not have to pay a fee. She has a tablecloth from Wendy Alexis-Janvier. Shelley suggested we have a flyer or pamphlet about DEIC. It could include our mission and contact information. Alison Kellom volunteered to work with someone on a coloring sheet or some other child-friendly activity. Kim Hokanson volunteered to work with Margie Mitlin for Sharon day. Shelley has a pop-up tent. Toben will bring a couple of chairs.

ii. Goals, activities, print collateral, give away items brainstorm

Alison volunteered to help with a color sheet. Toben mentioned Walpole's Juneteenth "passport" for kids. Kiana will check with the town administrator about the DEIC budget.

6. 7:48 p.m. Strategic plan status update led by Toben Asklar

Toben shared the grid with green highlighting on items that are completed or well underway.

Shelly reminded us that she is working on a large forum for the fall that will gather diverse organizations. —after Sharon day.

Toben suggested that we do one event each year. Ruby Bridges probably will not happen. Kiana suggested that the town might pay for one such event. Kiana mentioned that the town picked up the bill for the "Shared Legacies" project.

Re: goal 1.3, CP volunteered to work with student groups.

Lt. Leonard will talk with the police chief about another group hosted by the police department with citizens.

7. 8:06 p.m. Announcements regarding upcoming events

Upcoming events can be found at:

https://www.townofsharon.net/sites/g/files/vyhlf3801/f/pages/sharon_deic_events_observances_listing_aug._sept._oct._2023_0.pdf

Special note was made of the Sharon Mural Project (August 25-27).

Kiana added the SREA is sponsoring an on-line presentation on diversifying children's book shelves August 22, 7:00 - 8:15 PM on zoom.

September 28 and October 4 Institute for Antiracism and Accountability Project free on-line workshops.

Kiana mentioned a book signing by author Autumn Allen (*All You Have to Do*) August 29, 5:00- 7:30 PM. Followed by conversation with Jennifer De Leon, author of *Borderless*. The event will take place at the Mattapan Branch of the Boston Public Library, 1350 Blue Hill Ave Mattapan, MA. See: <https://www.eventbrite.com/e/all-you-have-to-do-by-autumn-allen-book-signing-conversation-tickets-669882646027>.

Note: September 10: Sharon 5th Annual Porchfest. Multiple venues and times throughout the day. Sharon. <https://www.facebook.com/groups/sharonporchfest/>

October 1: **SHARON DAY** 2023. Awards, Entertainment, Food Trucks, Vendors, and more. Veterans' Memorial Park Beach, Sharon, 11 a.m.-3 p.m

Lt. Scott Leonard – Sharon Safety Day 10 am to 2 pm Saturday August 12 at Crescent Ridge.

8. 8:19 p.m. Topics not anticipated within 48 hours of meeting

At the Select Board Meeting, it was announced that a committee for the use of the “old” library. Shelley wanted to affirm the idea that it could be used for affordable (family) housing. Massachusetts has mandated that towns with train stations have affordable family housing.

The DEI director for the schools has left. So, the position is open.

Margie mentioned that SSPARC conducted a survey about mental health (Drug and Alcohol). On Wednesday August 23rd, from 10:00 pm to noon, Chris Lewis will share the results of the survey. (At the police department)

Kim volunteered her training and expertise in writing and conducting surveys.

Alison mentioned the fires in Hawai'i, where she used to live and where she still has family, and asked people to be generous in financial aid to the people there.

The Maui Community Power Recovery Fund supports immediate relief efforts to house, feed, and support displaced families and dedicate resources for the long-term efforts to rebuild and advance structural change. Partners of the Fund include:

- *Maui Mutual Aid*
- *Our Hawai'i*
- *Āina Momona*
- *Funder Hui*
- *Kāko'o Maui*
- *Onipa'a Maui*

9. DEIC members shared appreciations, regrets, and learnings.

10. (8:36 p.m.) Bill Kondrath motioned and Margie Mitlin seconded that the meeting be adjourned. All voted in favor.

Submitted by Bill Kondrath, clerk for minutes

Sharon Diversity, Equity & Inclusion Committee Upcoming DEI Observances & Events

August



August 12: INTERNATIONAL YOUTH DAY

August 13-15: ULLAMBANA (also known as Obon) • Buddhist

August 16: Sustainable Sharon Coalition Lake Walks. Final walk in a three-walk series. Veterans' Memorial Park Beach. Meet at the kiosk by the rotary on Pond Street. Organized by Sustainable Sharon Coalition and the Lake Massapoag Advisory Committee. Sharon, 6:15-7 p.m.

August 16: Sustainable Swim. 13+. Hosted by SSC Youth. Veterans' Memorial Park Beach. 7-8 p.m.

August 21: SENIOR CITIZEN DAY

August 23: INTERNATIONAL DAY FOR THE REMEMBRANCE OF THE SLAVE TRADE AND ITS ABOLITION

August 24: MARSHA P. JOHNSON DAY

August (cont.)



Come paint with us and help beautify Sharon.

Friday, Saturday, Sunday
Aug. 25 - 27, 10 - 4 PM
Deborah Sampson Park

WANTED: All ages to help paint murals, no experience needed, come anytime; Refreshments; Kids' activities.

Want info now, contact info@sharonpluralism.org.

Supported by SSPARC (Sharon Substance Prevention & Resource Coalition), Sharon Cultural Council and Mass Cultural Council, Father Bullock Run Walk Shuffle, and Appleby Charitable Lead Trust.

August 25-27: Sharon Mural Project. All ages welcome to help paint murals—no experience required. Drop in anytime, kids' activities, refreshments. Presented by Sharon Pluralism Network, supported by SSPARC, Sharon Cultural Council and Mass Cultural Council, Father Bullock Run Walk Shuffle, and Appleby Charitable Lead Trust. Deborah Sampson Park, Sharon, 10 a.m.-4 p.m.

August 26: WOMEN'S EQUALITY DAY

August 30: RAKSHA BANDHAN • Hindu

August 30: First Day of Sharon Public Schools. August 31 for Kindergarten.

September (cont.)



September 16-23: BISEXUAL AWARENESS WEEK

September 17: CONSTITUTION DAY AND CITIZENSHIP DAY

September 19: GANESH CHATURTHI • Hindu

September 23: AUTUMNAL EQUINOX

September 23: BI VISIBILITY DAY/ Celebrate Bisexuality Day

September 25: YOM KIPPUR • Jewish

September 27: MAWLID AL-NABI (Also known as MILAD AL-NABI) • Islamic (Sunni)

September 30- October 6: SUKKOT

September is

NATIONAL HISPANIC HERITAGE MONTH,

also referred to as

LATINX HERITAGE MONTH

(Sept. 15 to October 15)



September 4: LABOR DAY

September 4-10: NATIONAL SUICIDE PREVENTION WEEK

September 5: INTERNATIONAL DAY OF CHARITY

September 6: KRISHNA JANMASHTAMI (Also known as JAYANTI)

September 8: INTERNATIONAL LITERACY DAY

September 10: Sharon 5th Annual Porchfest. Multiple venues/times TBA. Sharon.

<https://www.facebook.com/groups/sharonporchfest/>

September 11: PATRIOT DAY—NATIONAL DAY OF SERVICE AND REMEMBRANCE

September 15-October 15: NATIONAL HISPANIC HERITAGE MONTH

September 16- 17: ROSH HASHANAH • Jewish

October (cont.)



October 17: BIRTH OF BAHÁ'U'LLÁH • Bahá'í

October 17: INTERNATIONAL DAY FOR THE ERADICATION OF POVERTY

October 20: GUR-GADDI GURU GRANTH SAHIB • Sikh

October 21: INTERNATIONAL PRONOUNS DAY

October 23-30: ASEXUAL AWARENESS WEEK

October 24: DUSSEHRA/DASSERA • Hindu

October 24: UNITED NATIONS DAY

October 26: INTERSEX AWARENESS DAY

October 31: HALLOWEEN

October 31: REFORMATION DAY • Christian

Sources of Observances & Events

Individual community submissions, Sharon DEIC member announcements, and Sharon Public School's announcements

Anti-Defamation League (ADL) Calendar of Observances 2023:

<https://www.adl.org/resources/tools-and-strategies/calendar-observances>

GLSEN 2022-2023 School Year Calendar:

https://www.glsen.org/sites/default/files/2022-06/GLSEN_School_Calendar_22-23.pdf

October is

ISLAMIC HERITAGE MONTH

**NATIONAL BULLYING
AWARENESS MONTH**

**NATIONAL DISABILITY
EMPLOYMENT AWARENESS
MONTH**

LGBTQ+ HISTORY MONTH

**LATINX HERITAGE MONTH
(through October 15)**

October 1: Sharon Day 2023. Awards, Entertainment, Food Trucks, Vendors, and more. Veterans' Memorial Park Beach, Sharon, 11 a.m.-3 p.m.

October 2: INTERNATIONAL DAY OF NON-VIOLENCE

October 5: WORLD TEACHER'S DAY

October 7: MAWLID AL-NABI (Also known as MILAD AL-NABI) • Islamic (Shi'a)

October 7: SHEMINI ATZERET • Jewish

October 8: SIMCHAT TORAH • Jewish

October 9: INDIGENOUS PEOPLE'S DAY (Native American Day)

October 11: COMING OUT DAY

October 14: GLSEN RESPECT AWARDS

October 15-24: NAVARATRI • Hindu

October 16: BIRTH OF THE BÁB • Bahá'í