

MINUTES
Diversity, Equity & Inclusion Committee
November 2, 2020

The meeting of the Sharon Diversity, Equity, and Inclusion Committee was called to order at 6:05 p.m. by Chair Mrs. Kiana Pierre-Louis remotely via Zoom in accordance with Governor Baker's emergency declaration regarding public gatherings. The following, Diversity, Equity, and Inclusion Committee members were in attendance:

Members Present

Chair:	Mrs. Kiana Pierre-Louis
Vice Chair:	Ms. Dru Vernet
Clerk:	Mrs. Wendy Alexis-Janvier
Other Members:	Lt. Stephen Coffey
	Mr. Lajos Kamocsay
	Rev. Dr. Bill Kondrath
	Ms. Zainab Mohammed
	Ms. Ellie Zinno

Members Absent

Other Members:	Ms. Marjorie Mitlin
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Others Present

Select Board Member	Hanna R. Switekowski
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Administrative Items

MOTION: (Lajos - Ledbetter) To approve the regular session minutes of October 22, 2020 with adjusted formatting as suggested by Select Board Member Switekowski .

VOTED: 8-0-0 **PASSES**

Mrs. Wendy Alexis-Janvier	Yes
Lt. Stephen Coffey	Yes
Mr. Lajos Kamocsay	Yes
Rev. Dr. Bill Kondrath	Yes
Ms. Dru Vernet	Yes
Zainab Mohammed	Yes
Ms. Ellie Zinno	Yes
Mrs. Kiana Pierre-Louis	Yes

Introduction

Review Correspondence Issue:

Chair, Mrs. Pierre-Louis reviewed whether committee members were getting the emails sent to the DEIC mailing list. Currently there is an issue with email distribution. The team is working to ensure that all committee members receive correspondence.

Review Committee Norms:

Chair, Mrs. Pierre-Louis reviewed the committee norms.

Review Data Collection Information and Training for elected officials, employees, and boards/committees

Members of the Data Collection subcommittee, Vice Chair Ms. Ledbetter, Rev. Dr. Kondrath, Mr. Kamocsay and provided an update on the research they conducted on data collection. The goal of data collection is to review the demographic make-up of the town's boards, committees, and departments. However, after research, the subcommittee recommends that the DEIC use data already available and use potential funding for training. The DEIC also spent time reviewing and discussing the types of training available, vendors, cost, logistics, and the level of training needed for DEIC members. The committee was reminded that it doesn't have a budget, and that there was a commitment by the Select Board to provide budget for training. As a next step the sub-committee will conduct more research. The goal is that the DEIC will provide a proposal to the Select Board on December 15, 2020. The DEIC will also look into adding a library of resources to the DEIC page.

Discuss Email Policy

The DEIC reviewed the Select Board Correspondence policy and used this as the model for the DEIC Correspondence Policy. There was some discussion on how to handle anonymous correspondence and concern on defining what is discriminatory and whether this statement should be removed from the correspondence. Town member Julie Rowe shared that the School Committee does acknowledge anonymous emails and shared her process for handling correspondence. Town member Teresa Harvey-Jackson had a concern that the committee originally decided not to take public comment but took comments from another community member. Chair Pierre-Louis apologized for that error and explained her rationale.

MOTION: (Lajos - Ledbetter) To adopt the Select Board Correspondence policy with amendment made to the last sentence and the name of the committee.

VOTED: 7-1-0 **PASSES**

Mrs. Wendy Alexis-Janvier	Yes
Lt. Stephen Coffey	Yes
Mr. Lajos Kamocsay	Yes
Rev. Dr. Bill Kondrath	No
Ms. Dru Vernet	Yes
Ms. Zainab Mohammed	Yes
Ms. Ellie Zinno	Yes
Mrs. Kiana Pierre-Louis	Yes

Areas to address from the listening session

School Committee member Julie Rowe shared some details on the listening session and School Committee's plan on addressing the qualitative and quantitative information obtained from the equity analysis. The members of the DEIC shared their thoughts on the School Committee listening session and discussed ideas on how the DEIC can service the community based on information gained from the session.

Community Comments and Conclusion

Mrs. Harvey-Jackson is concerned that the committee is school based and shared that there is a lot happening in the community that needs to be addressed. Ms. Ledbetter stated that it is important for us to consider issues of the town and high touch areas in the community. Mrs. Pierre-Louis reiterated that the plan is to also consider community impact. Mrs. Julie Rowe recommended that the committee consider the Commission on Disabilities.

The DEIC members and community members shared their appreciations and regrets to conclude. The next meeting date was set for November 17, 2020.

Adjourn

MOTION: (Coffey -Lajos) To adjourn the meeting at 8:40 p.m.

VOTED: 9-0-0 **PASSES**

Mrs. Wendy Alexis-Janvier	Yes
Lt. Stephen Coffey	Yes
Mr. Lajos Kamocsay	Yes
Rev. Dr. Bill Kondrath	Yes
Ms. Dru Vernet	Yes
Zainab Mohammed	Yes
Ms. Ellie Zinno	Yes
Mrs. Kiana Pierre-Louis	Yes
Ms. Marjorie Mitlin	Yes