

MINUTES
Diversity, Equity & Inclusion Committee
December 8, 2020

The meeting of the Sharon Diversity, Equity, and Inclusion Committee was called to order at 7:03 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
	Ms. Zainab Mohammed
	Ms. Ellie Zinno
	Ms. Marjorie Mitlin
	Rev. Dr. Bill Kondrath

Members Absent

Others Present

Select Board Member Hanna R. Switekowski

Administrative Items

MOTION: (Vernet - Mitlin) To approve the regular session minutes of November 17, 2020.

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

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

Review Community Norms

Mrs. Pierre-Louis presented the committee norms to the committee and community. The goal is that the norms will live on the DEIC webpage. Mrs. Alexis-Janvier mentioned adding a “claimer” to the section regarding being attentive to cultural differences that can affect body language. There weren’t any objections to this addition.

MOTION: (Ledbetter - Mitlin) To approve Honoring Differences Norms/Guidelines to be added to the webpage.
VOTED: 8-0-0 **PASSES**

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

Adding Resources to DEIC Website

Mrs. Pierre-Louis gave the committee an update on information received from Melissa Imbaro regarding the policies on the use of the town website. Part of our charge is educating the community and it’s difficult if we cannot use the town website as a way to promote program and activities. Until we figure out what we can and cannot do, we will pause on adding information to the website. Select board member Switekowski reiterated this and also shared other ideas on getting information out to the community. For example, individual members of the committee can promote events. This is the same policy followed by other committees in town. Share this as part of the report to the Select Board on the 15th. Mr. Kamocsay questioned how the committee will meet the charge if they cannot post events on the town website. Mrs. Alexis-Janvier asked to clarify whether the policy was around event promotion or posting other resources to the webpage. Per Mrs. Pierre-Louis if it is not town mandated, we cannot post. Mrs. Mohammed asked whether we can come up with our own events. Mrs. Pierre-Louis said we aren’t tasked with hosting events. The next step is to bring this to the Select Board and consider creating guidelines.

Update on Correspondence

We are still facing issues with email. However, we have not been getting emails.

The Town of Bristol, RI contacted the Select board regarding the formation of the DEIC. Mrs. Pierre-Louis and Select Board chair Emily E. Smith-Lee met with the board to discuss the Sharon DEIC.

Topics that we will bring to the Select Board

Mrs. Pierre-Louis shared the agenda topics for the Select Board meeting on the 15th:

1. Making Update to the sidewalk near Young Israel. This was requested on by the Commission on Disability.
 - Select board member Switekowski shared that it may be possible to add it to the Town Meeting agenda.
 - No objections to this agenda item.
2. Mr. Kamocsay suggested adding “Automated cross walks” as an agenda item. Select board member Switekowski noted the Engineering department is also looking into this. Also consider looking into what other towns are doing.

- No objections to this agenda item.
- 3. Mrs. Pierre-Louis also suggested adding Closed Captioning to town meetings as another agenda topic. Ms. Zinno shared the process for adding closed captioning to Zoom meetings.
 - No objections to this agenda item.
- 4. There was a suggestion on inviting candidate to the meetings. This is not something the town committee's sponsor. A workaround is to advocate that town committees ask DEI specific questions during interviews. Mrs. Mitlin thinks that this is a great idea. Ms. Zinno noted that even if it's not precedent, can we reach out to candidates to give them the opportunity to meet with our committee. Select board member Switekowski this committee should not host a candidate's forum. She suggested provide sample guide questions to provide to town committees.
- 5. Training

Training Consultant Presentation and Interviews

During this session training consultants shared information on their organization and answered questions from the committee. The following organizations met with the committee:

1. The Greater Us
2. Diversity at Workplace
3. Jeff Rogers
4. Requity (Dr. Brady)

Committee members shared their preliminary thoughts on each group and provide their Top 2 Choices.

Mrs. Wendy Alexis-Janvier	Diversity at Workplace, Jeff Rogers, and Requity
Lt. Stephen Coffey	Jeff Rogers and Diversity at the Workplace
Mr. Lajos Kamocsay	Requity and Diversity at Workplace (Jeff Rogers would be good for other groups and employees)
Ms. Dru Vernet	Jeff Rogers and The Greater Us
Zainab Mohammed	Diversity at Workplace and Jeff Rogers (liked that Jeff had training for the residence)
Ms. Ellie Zinno	Jeff Rogers and The Greater Us
Mrs. Kiana Pierre-Louis	The Greater Us (DEIC), Jeff Rogers (other departments and committee), Dr. Brady long term
Ms. Marjorie Mitlin	Diversity at Workplace and The Greater Us
Rev. Dr. Bill Kondrath	ReQuity and

The committee agreed to bring the entire list to the committee but share the committees top 2. Below is the 2nd round of voting outcome.

Mrs. Wendy Alexis-Janvier	Diversity at Workplace and Requity
Lt. Stephen Coffey	Diversity at the Workplace and Jeff Rogers
Mr. Lajos Kamocsay	The Greater Us and Diversity at Workplace
Ms. Dru Vernet	Jeff Rogers and The Greater Us
Zainab Mohammed	Diversity at Workplace and Greater Us
Ms. Ellie Zinno	The Greater Us and Jeff Rogers
Mrs. Kiana Pierre-Louis	The Greater Us and Diversity at the Workplace
Ms. Marjorie Mitlin	Requity and The Greater Us
Rev. Dr. Bill Kondrath	The Greater Us and Diversity at Workplace

Select board member Switekowski suggested that Kiana and Wendy write up a report and proposal to share with the Select board prior to the meeting. Mr. Kamocsay reminded us that the materials are due by Thursday due to open meeting/information sharing policies.

Announcements and Unanticipated Items

- Select board member Switekowski shared information regarding the Sharon Friendships Circle is hosting an event Drive in Hannukah lighting at the Deborah Sampson park.
- Ms. Marjorie Mitlin the Sharon Pluralism Network is hosting training on the 15th.

Community Comments and Conclusion

To adjourn the meeting some committee members shared appreciations and regrets. Mrs. Pierre-Louis will follow-up on the next meeting date.

Adjourn

MOTION: (Mitlin-Vernet) To adjourn the meeting at 10:48 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