

MINUTES
Diversity, Equity & Inclusion Committee
January 7, 2021

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

Reminder of Meeting Norms

Chair Pierre-Louis reminded the committee of the agreed norms.

Summary of Statement regarding January 6, 2021 events

Chair Pierre-Louis and Vice Chair Vernet made a statement on behalf to the committee in regards to the events of January 6, 2021 that occurred at the capital. The committee took a moment of silence on behalf of those who lost their lives.

MOTION: (Mitlin - Coffey) To approve the regular session minutes of December 8, 2020.

VOTED: 9-0-0 **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
Rev. Dr. Bill Kondrath	Yes

Update Email Correspondence and Meeting Request

FLES Email Request

Chair Pierre-Louis shared the correspondence that the committee received. One email was from FLES (Foreign Language in Elementary. The chair wanted the input of the committee on advising the School Committee on FLES budget cuts. Ms. Mitlin wanted confirmation on whether this is in regards to language and culture. Per Chair Pierre-Louis, the FLES program deals with language and culture but not 100% sure. A second question was whether the instructors were still employed with Sharon Public Schools? The program only covers the cost of teacher's salaries. The committee recommended that we invite the proponents of the FLES program to the DEIC meetings. Mr. Kamocsay asked to clarify the ask of the DEIC. According to Ms. Mohammad the topic was presented at the School Committee meeting. From her knowledge, there were issues with the program and they wanted to scale it back but there are groups of parents who wanted the program to stay as is. She believes part of the issue is budget and priorities. Ms. Mohammed suggest that we table it, do more research, and invite the School Committee to present to the DEIC.

Commission on Disability

On December 30th, Chair Pierre-Louis and Select board Member Switekowski attended the Commission on Disability meeting. During the meeting the nurse shared the process for Covid vaccine. They shared the timeline for vaccine distribution. There was concern on that POC are reluctant to take the vaccine. Select board Member Switekowski shared that the Commission on Disability are looking for ways to get the community excited and less reluctant on getting the vaccine, such as a marketing blitz which includes people taking photographs of themselves getting the vaccine. They also shared an update on the sidewalk projects and shared more details on those impacted by the current set-up of crosswalks and sidewalks. This topic is top of mind for the town and they are working on these projects. Finally, the Commission on Disability also discussed closed caption options for town meetings. The committee was grateful for the support and advocacy of the DEIC on this matter.

Mr. Kamocsay asked for clarification on the vaccine distribution process in the town of Sharon, specifically on who will administer the vaccines. Select board Member Switekowski shared that the town nurse provided details on this matter during the Select board and Commission on Disability meetings. Town members who don't fall in the early phase of the vaccine will probably be vaccinated in the May/June timeframe. The process will run similar to Flu Clinics where town members can get vaccinated through their doctors, CVS/Walgreens, and probably town hall. Vaccines are coming from the Department of Public Health.

Creation of Grant Team

During the January 19th Select board meeting the budget for training was increased to \$9000 and Rev. Dr. Kondrath suggested looking into grants. Lt. Coffey suggested that we consider creating a subcommittee for grants. Lt. Coffey volunteered to be part of that committee. Mrs. Alexis-Janvier volunteered to work with Lt.

Coffey. Lt. Coffey also suggested that others on the team can help look into grants. Ms. Mitlin shared organization that may be willing to provide funds to the committee. Chair Pierre-Louis asked that the committee provide list of grants by the 15th.

Finalizing DE&I Training

During the December 19th Select board meeting, the Select board members requested a follow-up with the training consultants. During this portion of the meeting Rev. Dr. Kondrath and Mr. Kamocsay shared those questions and responses from the Training consultants. The questions from the Select board were as follows:

1. Can the training happen in open meeting format?
2. If we are training 100 employees, what is the chance of doing something on cable tv?
3. If we are conducting the DEIC/Select board, how can we begin to look to do training that is more widespread?

Committee members gave their overall input on the training groups that were recommend and provided pros and cons of each group. The committee also discussed questions regarding how the training will be conducted and whether these trainings would occur with streaming or if they can be held as private sessions. The committee decided to review the proposals and meet again on January 14th to finalize the recommendation we plan to present to the Select Board.

Announcements and Unanticipated Items

- Chair Pierre-Louis shared her experience touring the Police and Fire Department. She also suggested that other committee members also visit.
- Rev. Dr. Kondrath shared the details of the upcoming Dr. Martin Luther King Celebration.
- Mr. Kamocsay shared his thoughts on the Governor making a political statement but as a committee we can not post town events on the website. The committee shared their thoughts and ideas for sharing events and resources with the town.

Community Comments and Conclusion

- A community member shared that she would like the committee share their recommendation on Indigenous People's Day.
- To adjourn the meeting some committee members shared appreciations and regrets.

Adjourn

MOTION: (Kamocsay -Mitlin) To adjourn the meeting at 9:16 p.m.

VOTED: 9-0-0 **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
Rev. Dr. Bill Kondrath	Yes

