

MINUTES
Diversity, Equity & Inclusion Committee
January 28, 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:	Mr. Lajos Kamocsay
	Ms. Ellie Zinno
	Ms. Marjorie Mitlin
	Lt. Stephen Coffey

Members Absent

Others Present

Select Board Member	Chair Emily E. Smith-Lee
DEIC Committee	Ms. Zainab Mohammed
Member	Rev. Dr. Bill Kondrath

Administrative Items

Approval of Meeting Minutes 1.14.2021:

MOTION: (Vernet - Kamocsay) To approve the meeting minutes from the January 14, 2021 meeting
VOTED: 7-0-0 **PASSES**

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

Reminder of Meeting Norms:

Chair Pierre-Louis reminded the committee of the meeting norms that are now posted on the DEIC webpage.

Email Correspondence Update:

Ms. Alexis-Janvier read a summary of the correspondence received between January 12 – January 28, 2021. Chair Pierre-Louis shared additional details on the South West Advisory Program invite. Mr. Kamocsay recommended that the chair represent the committee at the meeting. Ms. Vernet stepped in to fill in as a representative for the meeting.

Grant Team Update

Lt. Coffey gave a summary of the list of grants that he and Mrs. Alexis-Janvier have been able to find. Currently there aren't that many grants available for diversity training initiatives. Lt. Coffey would like to continue to do research on possible grants and then follow-up with the committee when something becomes available. Select board Chair Emily E. Smith-Lee suggested that the committee reach out to Sharon business owners for funding. Ms. Mitlin suggested looking into the anti-defamation league for funding.

Finalizing DE&I Training

Town Administrator Frederic Turkington had some clarifying questions regarding the upcoming DE&I training. The questions were in regards to the makeup of the training group, payment structure, and time table of the training program.

Indigenous People Day

Town Administrator Frederic Turkington is researching the next steps for the Select board's discussion on the change Columbus Day to Indigenous Peoples' Day. The School Committee asked that the DEIC to advise their committee on changing Columbus Day to Indigenous People's Day. Ms. Mitlin shared that she called the Metco office for information. The Metco program shared that each school district/community are making their own decisions. Ms. Zinno shared that in addition to a change, there is a need for education. Mrs. Alexis-Janvier also shared that the decision is also made at the school level as well, and typically includes education around the holiday and history. Ms. Mohammed shared her experience with the approach the Sharon school system has taken around Indigenous People Day's. Select board Chair Emily E. Smith-Lee provide some recommendation to how the DEIC should consider their approach on advising the school committee with a lens on DEIC. Chair Pierre-Louis provide a summary of the history of Columbus in the Caribbean and America's and the impact on Indigenous people.

MOTION: (Vernet - Kamocsay) The DEIC moves to support the change of the name of Columbus to Indigenous Peoples day

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

Mrs. Wendy Alexis-Janvier Yes

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

Website Resource Plan

Part of the committee purview is to provide guidance on resources that promote diversity, equity, and inclusion. Chair Pierre-Louis would like the committee to start looking into that. Ms. Zinno has volunteered to take the lead on looking into guideline and resources. Select board Chair Emily E. Smith-Lee also thinks list of interview questions would be useful for the town committee leads and administrators. Several committee members provide ideas of resources to be added.

Topics not anticipated within 48 hours of posting

1. Paul provided an update from the Commission on Disability with the approval of cross walks and wanted input from the DEIC. However, the deadline approached and we were not able to provide input.
2. The committee shared details on upcoming events.
3. Committee and community members shared appreciation and regrets.

Adjourn

MOTION: (Vernet - Mitlin) To adjourn the meeting at 8:27 p.m.

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

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