

This open meeting of the Sharon Diversity Equity and Inclusion Committee is being conducted remotely consistent with Mass General Law due to the outbreak of the Covid19 Virus. Public access of this meeting does not ensure public participation. This meeting does not include public comment. The Select Board Liaison Kiana Pierre-Lous Convened the meeting, started by welcoming everyone and calling all committee members, liaisons and speakers to confirm their attendance.

Wendy Alexis-Janvier - chair, present
Marjorie Mitlin - present
Bill Kondrath - present
Alison Kellom – clerk, present
Julie Rowe - School Committee Liaison, present
Lajos Kamocsay - present
Toben Asklar- vice chair, present
Shelley Keimach – present
Scott Leonard – SPD Liaison, present
Kiana Pierre-Louis – Select Board Liaison, present
CP – Sharon School GSA Liaison, present

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Email Correspondence:

Invitation to the Sharon Pride Parade.

Correspondence with the SPD and the DEIC about a joint meeting, narrowing down dates.

Email from a resident wanting to know about what the DEIC does, and how we collaborate with other town committees.

Email from IT testing our distribution list.

Email from a group of 8th grade students, looking for advice on their Civics Project.

Email about a potential Sharon resident, asking about our efforts increasing Diversity and Affordable Housing and Job opportunities.

Email about Environmental Justice.

Email from previous Liaison, Hanna Switekowski, regarding India Day, on August 7th.

Kiana talks about the DEIC members to review the current DEIC charge.

Announcements Community Upcoming Events:

Accomplishments of the DEIC thus far:

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- Got the Town to change the holiday to Indigenous Peoples' Day, not passed officially passed, but believe it will pass next Town meeting.
- DEIC and Select Board participated in training with Town Employees.
- Helped advocate with the Commission of Disabilities to fix the uneven streets and sidewalks.
- Get Historically excluded people involved in the Chief of Police candidates search.
- Resource Page on DEIC website recently added.
- Margie brings up the idea of creating guidelines for Town Representatives on codes of conduct online.
- Lajos mentions that Kiana brought in diverse groups that had aligning DEIC issues.
- Margie talks about how we can make the community aware that we are available to help and a place to bring concerns to.
- The Girl Scouts came to the DEIC and created a plaque in Town Hall regarding diversity.
- Wendy discusses the Resource page on the website. The goal is to create a Calendar of Town events. As well as current issues we want the community to learn about.
 - Quarterly video created to update the town that can be added to the Resource page as well.
- Wendy mentions that Kiana also advised other towns on creating DEIC in other Towns.
- Margie discusses with collaboration with organizations in the Town regarding programming.
- Kiana reminds the committee that there is a budget for funds to help other committees in Town as a way of support.
- Kiana recognizes that she is the Town Select Person because of the DEIC, and expresses her gratitude to the group.

Guidelines for Effective Cross Cultural Dialogue and Deepening Relationships, written by Bill Kondrath

- “Try on”
- It’s ok to Disagree
- It is not ok to blame, shame, or attack, self or others.
- Practice “self-focus”
- Practice “both/and” thinking
- Notice both process and content
- Be aware of intent and impact
- Confidentiality
- Ouch instead of holding something in
- Oops, if you accidentally say something you didn’t mean to, while also taking accountability of that accident.

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Discussion of Future Meetings:

- Plans to meet on the Second Thursday of the month.
 - Sharon TV prefers a consistent schedule.

Open Meeting Rules

- Reminds group about Open Meeting rules
- Kiana talks about the new members, ensuring that they are sworn in.
- 4 or more convening is not allowed, is a violation, a quorum.
- Subcommittee, minimum of 2, has to be posted to invite the Public due to Open Meeting laws.
- Lajos reminds group that we can not discuss an issue that will then 3 meet up and say let’s loop in another member.
 - Not a good idea to post Committee business on Social Media or emails.
 - Send chair meeting item, to be addressed at meeting.

Elections:

Chair:

Lajos Kamocsay nominates Wendy Alexis-Janvier to be Chair.

Margie Mitlin Seconds the Motion.

Kiana motions to Vote on new Chair.

8 Yes (Alison Kellom, Lajos Kamocsay, Shelley Kiemach, CP, Margie Mitlin, Wendy Alexis-Janvier, Toben Askar, Bill Kondrath). Motion Passes.

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Vice Chair:

Bill Kondrath makes a Motion to Nominate Toben Askar as Vice Chair.

Shelley Keimach Seconds the Motion.

Kiana Motions to Vote on new Vice Chair.

8 Yes (Alison Kellom, Lajos Kamocsay, Shelley Keimach, Margie Mitlin, Wendy Alexis-Janvier, Bill Kondrath, CP). Motion Passes.

Clerk:

Lajos Kamocsay Motions to Nominate Bill Kondrath.

Margie Mitlin Seconds Motion.

Bill Kondrath requests that someone else become Clerk.

Lajos Kamocsay motions to withdraws previous nomination. Margie Seconds the Motion.

Kiana calls motion to Vote.

8 Yes, (Alison Kellom, Lajos Kamocsay, Shelly Keimach, Margie Mitlin, Wendy Alexis-Janvier, Bill Kondrath, CP). Motion Passed.

Lajos Motions to Nominate Alison Kellom as Clerk. Wendy Alexis-Janvier Motions to Second.

8 Yes, (Alison Kellom, Lajos Kamocsay, Shelly Keimach, Margie Mitlin, Wendy Alexis-Janvier, Bill Kondrath, CP). Motion Passed.

Announcements:

- Kiana talks about receiving a physical Thank You Card to Town Hall, about the DEIC participating in the Sharon Pride Day event.
- Psychological First Aid Zoom event, Wednesday August 24th. Disaster Response, Mental Health issues. Recommends that committee members attend.
 - shealth@townofsharon.org to sign up
 - Name and description of Town connection, (Resident, committee member etc.)
 - Training done by Riverside, Mental Health Clinic used by Town.
- Margie shares that October 23rd, from 4-6pm, the Sharon Pluralism Network is sponsoring “True Story Theater”. An improv group that takes current issues in the group and act out them out.

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Chair Wendy Alexis-Janvier takes Motion to adjourn.

Lajos Kamocsay Motions to Adjourn. Toben Asklar Seconds the Motion.

8 Yes, (Alison Kellom, Lajos Kamocsay, Shelly Keimach, Margie Mitlin, Wendy Alexis-Janvier, Bill Kondrath, CP). Motion Passed.