



TOWN OF SHREWSBURY

Board of Selectmen Workshop
Selectmen's Meeting Room
Richard D. Carney Municipal Office Building
100 Maple Avenue
Shrewsbury, Massachusetts 01545-5398

Monday, May 16, 2022 at 6:00 PM

Minutes

Present: Mr. Maurice DePalo, Chair, Ms. Beth Casavant, Vice Chair, Ms. Theresa Flynn, Clerk, Mr. John Samia, Selectman, Ms. Michelle Conlin, Selectman

Also Present: Mr. Kevin Mizikar, Town Manager, Ms. Taylor Galusha, Principal Department Assistant (Board of Selectman and Town Manager)

1. **Call to Order**

Mr. DePalo called the meeting to order at 6:00 PM.

2. **Meeting with VISIONS Inc to discuss matters of Diversity, Equity, and Inclusion.**

Mr. John Colón and Ms. Wendy Helmkamp joined the meeting virtually. The Board members introduced themselves and Ms. Helmkamp introduced herself to the Board.

Mr. Colón summarized the scope of work for the Board and then gave an overview of the items they were going to cover tonight, including the expectations of the Board related to progress and the scope of work and then the different foundational tools that VISIONS uses.

The Board members noted they expectations for measuring success of this project, noting that they see success as needing to start work on this and making progress, creating a community where all feel a sense of belonging and all can thrive, continue to build from the work of the DEI Task Force Final Report, taking a multifaceted approach to Diversity, Equity, and Inclusion, and having measurable goals throughout the process – whether they are short term, medium term, or long term.

Mr. Colón and Ms. Helmkamp clarified the timeline for the Shrewsbury 2030 strategic plan process with the Board as well and that these DEI goals would be included in the fabric of the strategic plan.

Mr. Colón and Ms. Helmkamp reviewed the different foundational tools that are used by VISIONS in their work. These tools are Guideliens for Effective Cross-Cultural Dialogue, Diversity, Equity, and Inclusion Assumptions and Definitions, the Three Dimensions of Change, Cultural Introductions/Cultural Sharing, Multicultural Process of Change and the Four Levels of Oppression, Implicit Bias, and Modern Isms and Internalized Oppression.

The Board members reflected on the discussion noting that summarizing the different foundational tools that VISIONS uses has made them reflect on how they think and approach this work and that these tools will give the Board mechanisms to continue the work afterwards. Mr. Colón noted that that is exactly correct and one of the end goals of this project.

Mr. Colón and Ms. Helmkamp asked the Board what their expectations are for next steps and another meeting was set for Thursday, May 26, 2022 at 6:30 PM to continue this discussion and planning process for this work.

3. **Discuss proposals for American Rescue Plan Act Phase 2 Funding Projects**

Mr. Mizikar summarized the unfunded American Rescue Act Plan Phase 1 projects and noted the proposals for the American Rescue Plan Act Phase 2 projects.

Board members noted the importance of creating benefits for the community within the guidelines of the ARPA funding the Town received from the Treasury. Mr. Mizikar noted that funds need to be encumbered by 2024.

4. **Discuss the Board of Selectmen meeting schedule**

Mr. Mizikar asked the Board if they want to set aside a day each month to hold for workshops for the Board going forward. They noted that the first Tuesday of each month would work best for their schedules going forward.

5. **Adjourn**

On a motion by Mr. Samia, seconded by Ms. Conlin, the Board unanimously voted to adjourn at 8:54 PM.

Respectfully Submitted,



Taylor M. Galusha