



TOWN OF SHREWSBURY

Board of Selectmen Workshop

REMOTE MEETING:

Google Meet: (US) +1 401-903-4953 PIN: 992 598 357#

Richard D. Carney Municipal Office Building

100 Maple Avenue

Shrewsbury, Massachusetts 01545-5398

Wednesday, June 15, 2022 8:30 AM

Minutes

1. Call to Order

Mr. DePalo read the remote meeting script and called the meeting to order at 8:30 AM, “As a preliminary matter, this is Maurice DePalo, Chair. Please permit me to confirm that all members and persons anticipated on the agenda are present and can hear me.

Present: Mr. Maurice DePalo, Chair, Ms. Beth Casavant, Vice-Chair, Ms. Theresa Flynn, Clerk, Ms. Michelle Conlin, Selectmen

Absent: Mr. John Samia, Selectmen

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

Good morning. This Open Meeting of the Board of Selectmen is being conducted remotely consistent with – Senate Bill 2475 signed into law by Governor Baker on June 16, 2021 suspending certain provisions of the Open Meeting Law, G.L. c. 30A, §18, this meeting of the Board of Selectmen will be conducted via remote participation to the greatest extent possible. The Order allows public bodies to meet entirely remotely so long as reasonable public access is afforded so that the public can follow along with the deliberations of the meeting. For this meeting, the Board of Selectmen is convening by Google Meet as posted on the Town’s Website identifying how the public may join. Please be sure to press *6 to mute your device. The meeting will not feature public comment.”

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

Mr. John Colón and Ms. Wendy Helmkamp were also present from VISIONS to facilitate the training session. The Board members and consultants introduced themselves and discussed their goals for this training. They reviewed the Guidelines for Effective Cross- Cultural Dialogue with the Board that they discussed during their last training session on June 6, 2022.

Ms. Helmkamp discussed what the three dimensions of change are – Cognitive, Affective, and Behavioral. Cognitive refers to the concept, linkage, and strategies. Affective refers to the process, emotions, and environment. Behavioral refers to the expectations, actions, and results. These three areas apply both to individual change and organizational change.

Mr. Colón and Ms. Helmkamp then discussed the Multicultural Process of Change – applying to all levels. The spectrum ranges from Monoculturalism to Equity and Inclusion. Monoculturalism is the rejection of differences and a belief in superiority of the dominate group at the following levels – personal, interpersonal, institutional/structural, and cultural. Some words/phrases that relate to this are oppression, “melting pot,” scarcity, assimilation, and exclusion. The other side is Equity and Inclusion, which is the sustained

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commitment to transforming relationships, systems, and outcomes while valuing and honoring differences at the following levels – personal, interpersonal, institutional/structural, and cultural. Some words/phrases that relate to this are liberation, “salad bowl/fruit salad,” abundance, pluralism, and inclusion. To move from monoculturalism to equity and inclusion, social, economic, and environmental justice is needed. Four areas this is addressed through are recognizing, understanding, and appreciating differences, co-creating fair and just access to resources, addressing impacts of and transforming power differentials, and developing a liberatory consciousness.

Mr. Colón and Ms. Helmkamp concluded the training session asking the Board to continue to practice the guidelines and to come up with a date for their next training.

3. Adjourn

On a motion by Ms. Casavant, seconded by Ms. Flynn, the Board voted 4-0 to adjourn at 10:38 AM.

Respectfully Submitted,



Taylor M. Galusha