

DIVERSITY, EQUITY AND INCLUSION TASK FORCE

TELEPHONE: (508) 841-8508

FAX: (508) 842-0587

deitaskforce@shrewsburyma.gov



TOWN OF SHREWSBURY

REMOTE MEETING

Google Meet Dial: [+1 929-287-3884]; Pin #: [510 122 601#]

Richard D. Carney Municipal Office Building

100 Maple Avenue

Shrewsbury, Massachusetts 01545-5398

MINUTES

Monday, July 12, 2021 at 7:00 PM

Important Notice: Pursuant to 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 **Diversity, Equity & Inclusion Task Force** will be conducted via remote participation to the greatest extent possible. All meetings and hearings listed in the agenda will also be done so through remote participation. Specific information and the general guidelines for remote participation by members of the public and/or parties with a right and/or requirement to attend this meeting can be found on the town's website, at www.shrewsburyma.gov/coronavirus. No in-person attendance of members of the public will be permitted, but every effort will be made to ensure that the public can adequately access the proceedings in real time, via technological means. In the event that we are unable to do so, despite best efforts, we will post on the town's website an audio or video recording, transcript, or other comprehensive record of proceedings as soon as possible after the meeting. To listen to this meeting, dial [+1 929-287-3884] and enter the following pin: [510 122 601#]. Please mute your device.

1. Meeting called to order at 7:06 PM by Adeola Mbaneme.
2. Absent: N. Ali, M. Egan, J. Fishman, L. Heffernen, E. Hylton, A. Jarrell, D. Jarrell, K. Joseph, Z. Mehta, J. Sands, H. Winn.
3. M Kantikar moved to approve and Deb DelDotto seconded approval of minutes from the 7 June 2021 meeting.
4. As the end of this task force's work draws near the following have increased importance. R. Febo created and circulated a draft form to capture recommendations and shared report format examples contributed by K. Joseph. We want to make the final report clear, concise, easy to read, and easy for the chairs to assemble.
 - a. Regarding subcommittees' recommendations. R. Febo circulated the template for a form. asks that every SC submit one completed form for each recommendation that intends to bring to the attention of the BOS.

- b. Regarding format of the final report there is universal agreement; it should focus on content, not appearance, and that it is a single entity produced by the work of many.
- c. It may be important for some subcommittees to include insights from the public opinion survey while making recommendations.

Topic	Discussion	Outcomes
Share recommendations among the members all task force subcommittees	Using a standard format for SC recommendations makes them easy to understand and should facilitate writing for each SC as it summarizes and prioritizes the outcome of their work in a “report chapter”	<ul style="list-style-type: none"> • Remove proposed budget from the recommendation form • Acknowledge that N/A (not applicable) can be used in any field with justification. • Consider including the complete set of recommendation forms in an appendix • Each SC is responsible for the prioritization of its own recommendations in their report chapter
Executive Summary and Conclusion	Globally endorsed	<ul style="list-style-type: none"> • Should point to the Conclusion or pooled summary of Subcommittee Recommendations wherein the treatment of overlap and synergy among independent SC recommendations is discussed and clarified • Should also note and discuss a dissenting opinion which, if it exists, must be recognized in the final report

5. Update from the Storytelling SC.

- a. The SC members are disappointed because, to date, they have only 15 stories.
- b. Some people share stories because they want to call attention to injustices; some people do not share stories because the retelling demands additional energy expenditure by a person who already feels fatigued and may not want to risk feeling worse by reliving the trauma of experienced discrimination during a retelling of the story.
- c. Where does microaggression (aka death by a thousand cuts) fit into the hierarchy of experiences that degrade the quality of a local society, or the depth of knowledge and trust of one’s enfranchisement within that society?
- d. After meeting with a member of the DEI task force from Sudbury, P. Collins reports that they, too, have relatively few community members coming forward to report having experienced discrimination and are looking to design work based on the outcome of a public opinion survey.

Topic	Discussion	Outcomes
Reference to social media posts is under consideration by the storytelling SC.	At least one person recommended against “cherry-picking” social media for examples of incivility.	<ul style="list-style-type: none"> • Animosity, while not absent, is not the only type of information communicated in the various town FB groups. • The case in which a victim submits their own story of having been attacked in social media due to discrimination against a protected class is different. • The Storytelling SC can describe those who have come forward as valorous and potentially representative of others who, perhaps for reasons such as those noted in (5b), chose not to do so.

6. The next task force meeting is scheduled for 09Aug2020 at 7:00 PM. All SC recommendations are to have been submitted on the agreed form before that date and reviewed by all Task Force Members. Any committee with a draft of its report is also asked to share it by that date.

- a. P. Rathnam expressed concern that response on paper forms has been low
- b. M. Kantikar expects to be able to report on all electronically-submitted data by 09Aug and seeks data input help for transcription/verification of that submitted on paper
- c. All Task Force Members are asked to continue to promote survey participation within their social circles.

7. A. Jarrell has been appointed to the Town Finance Committee and is therefore stepping down from the DEI Task Force. This is an increase of the diversity of Shrewsbury residents engaged in municipal government and, although a loss to this group because Allen will be missed, it does represent change in the direction this task force was created to promote.

8. L. Garone moved to adjourn at 8:39 PM; the motion was seconded by M. Kantikar, and the meeting adjourned at 8:40 PM.

Respectfully submitted by L. Garone 19June 2021.
