



## TOWN OF SHREWSBURY

Richard D. Carney Municipal Office Building  
100 Maple Avenue  
Shrewsbury, Massachusetts 01545-5398

### MINUTES

Thursday August 5, 2021 at 5:30 PM

**Important Notice:** Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, and the Governor's March 15, 2020 Order imposing strict limitations on the number of people that may gather in one place, this meeting of the **Diversity, Equity & Inclusion Task Force – Survey Subcommittee** 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](http://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 [1 929-287-3897] and enter the following pin: [784 405 817#]. Please mute your device.

1. Call to Order - Milind Kantikar called the meeting to order

Present: Deb DelDotto, Milind Kantikar, Jenni Fishman, Maura Egan

Also Present: Louise Garrone

Abs.: Paula Collins

2. Approve minutes of June 10, 2021 meeting

Motion to approved by Maura, second by Milind

3. Review initial results of Survey conducted for the town.

- a. 204 online responses, 7 print responses returned

- b. Question about feeling included in the town - in all, the majority of people feel engaged in the community

- c. Race/ethnicity Communication Question- most either disagree, n/a or agree

- d. 56% said they did observe or experience some type of discrimination

i. Race, ethnicity

ii. Mostly observed bias at schools - 58%

1. Jenni commented that it would be interesting to cross walk this statistic with age of participants

2. Question about if the education statistics are primarily from teachers and administrators

3. All educators and staff at every school in the district received an email with a link to the survey.

4. How do we communicate this statistic to families and schools? What are the gaps?

iii.84% of people did not report the incident of bias to anyone- they do not feel comfortable coming forward to share

iv.72% think the town can do more to make people feel more included

e. Lot of positives about the Library

f. Overall feeling is that town hall, schools, fire, police can do better to make people feel more included

g. Demographics

.59% of people have lived in town for over 20 years

i.56% working full time

ii.19% retired

iii.77% of respondents are white, 20% are Asian

1. The survey results do not represent the demographics of the town

iv.Many respondents from churches including Congregational church and St. Marys

h. Survey was on the ISW What's App Group but not on ISW Facebook page

i. Jenni suggested possibly taking the comments and create a Word Cloud? Milind will make a document of comments- only 7 paper copies. Comments are on the paper copies, mostly retired people - Not all negative and not all positive

j. How do we reach out to people whose primary language is not English? This was not available in any other language.

4. Prepare & summarize the deck to share Survey findings with full DEI Task Force

a. Milind will share the survey findings as a pdf to the entire DEI Task Force prior to Monday's meeting

b. As part of the Survey Committee's final report in October, we should write a narrative and then create ideas for next steps

c. Will be interesting to see how this compares to the information received by the story tellers

d. A question that needs to be further researched is What is preventing people from reporting the incidents of bias?

e. Time of year for survey distribution may have impacted our results

5. Adjourn: Deb motioned to adjourn and Jenny seconded