**Diversity, Equity & Inclusion Committee**

Minutes of January 4, 2021Meeting

Meeting called to order at 7:34pm

**Present**

Gillann Bunschi

Jasper Richardson

Denise Masingale-Lamb

Christy Stewart

Martin Mohaber

Chris Razacki

Samantha Nestor

Karen Pattani-Hason

Vision Statement prepared by Christy was presented to the Committee.She stated that the mission statement the Committee was working from was not a traditional |mission statement and was actually a statement of strategic directives. Christy felt the mission statement was a “charge”.

Upon review and discussion of the Mission Statement and the Vision Statement, several points - including the following were made.

Chris Z. suggested “ marginalize” was presumptive.

Committee voted and agreed unanimously that the Mission Statement in the agenda was a “charge.’ Denise moved Christy seconded.

Language in the Vision Statement including; “margarginalized” “diverse voices” was discussed. Samantha advised that language in the Vision Statement should be intentional. Christy advised that she would upload documents so for review and notes.

Martin suggested the Committee should meet again to discuss in more depth and specificificity the mission and vision Statements. The group agreed to meet for a strategic special workshop on January 11tth from 7:30 - 9:00.

Reports

Christy suggested that much data was already posted on Google Drive.

Police - Gillann advised group that she received data from police department and that they want to work with committee regarding recruiting police officers

BOE - Denise, Edelson, Jasper had not met - but agreed to discuss next steps and materials on Google Drive. Sam reminded the Committee that nothing confidential should be posted.

Town officials - Karen reached out to town administrator re numbers and and survey. Both are being reviewed by the town attorney.

ACS - Christy explained survey.

Landscape agenda and marketing - Chris advised the committee that he reached out to Andrew and was awaiting a conversation and answers.

**Hiring of superintendent** - Committee discussed scheduling attendees at upcoming BOE meetings. Sam offered to facilitate a meeting between Gillann and the consultant/search firm hired by BOE to find a new superintendent. Martin strongly suggested a person of color must be interviewed.

Committee agreed that a letter from the Committee will be submitted to BOE concerning the hiring of a new superintendent. Jasper raised the question of the standing the committee before the BOE. Samantha suggested that each person read and submit a letter to BOA. Denise, Jasper and Edleson assigned the draft letter.

Group agreed to hold off on disicing goals until Mission and Vision were agreed upon.

Gillann was invited to the League of Women Voters Speak up 2021.

Involvement by Committee on other Town Boards, Committee and organization was briefly discussed.

Branding of Committee was discussed in conjunction with MLK Day, Black History Month and Lachats Day of service.

Samantha referred the Committee to a new website regarding adding content.

Jasper advised the Committee about Equity Training at Weston High School.

Samantha suggested individuals on the Committee consider attending TEAM diversity training at Temple Israel which is currently being organized.

Christy advised the group that she is moving to the City at the end of April.

Motion by Gillann to adjourn at 8:50 was seconded by and unanimously approved.

Kindly submitted, Denise Massingale-Lamb