

TDEIAC Meeting Minutes

9.26.22

Meeting was called to Order at 6:06p.m.

Attendance: Jayne Wellman, Nick Parson, Kim O'Keefe, Harshit Pal, Kimsan Nguyen, Erin Kelley

Motion to approve the minutes from July and August: 5 votes to approve, 1 abstention

OLD BUSINESS

1. Committee members discussed their key "takeaways" from the DEI survey administered last spring. Some of those takeaways include:

- There is congruity across demographic groups regarding a call for educational opportunities. People across the town, and across demographics, want to see events bringing awareness to and celebrating DE&I.
- Library should be recognized for exemplifying inclusion in the community.
- Overall reminder that just because the majority responds in one way, that there is variation based on demographics. The majority's reality is not the same for everyone.
- Respondents want to see more diversity in the staffing of town staff. What is the current diversity of our town staff?
- We scored poorly on Q7: "The community of Tewksbury demonstrates a commitment to diversity, equity, and inclusion in/for the community."
- The final report should note which segments of the population we analyzed more fully.
- Redmen Mascot-no questions were asked specifically asked about the mascot, however it was mentioned the most in the open-ended results.
- Call for more education.
- Report should have a quick summary of the demographics of respondents.

Goal is to get survey out by November and be presented to the Selectboard.

2. Upcoming events were also discussed:

- National Coming out day (October 11).
- Programmable LED Lights for the Town gazebo. The committee could put together a proposal for programmable for all town events. People could apply to have the colors changed in support and solidarity for various awareness events and months.
- At the high school—they are going to set up a wall focused on positive awareness. GSA, SADD and SAFE (Students) Club
- Jayne will work with Harshit to reach out to the club advisors and students to see how the committee can support it.
- Town sign request: National Coming Out Day: October 11, 2022
- Harshit also worked with the school to also have announcements read highlighting an LGBTQ person from history
- Will also support indigenous people's day events and domestic violence awareness month

3. The committee discussed listening sessions with the town to further review the survey results, and learn more about what people want to see:

- Announce the first listening session when we speak to the Selectboard. Could hold the first in December or January (perhaps avoid the holiday season).
 - Share the data from the selectboard, and then open up for questions.
 - Have a youth listening session (to also include students from Shawsheen, private schools, innovation academy)
 - Partner with administration at the school department.
 - Nick will speak with Karen and Brenda Theriault-Regan to host a listening session

NEW BUSINESS:

- Nick Parsons would like to amplify the work of the student members of the committee.
 - Students can email the group with any updates
- Chamber of commerce connections—working with business owners to host events, listening sessions, especially with some new events coming
- Next meeting: Thursday October 20th at 6:00p.m.

Motion to adjourn: 7:30p.m.