

10.24.22 TDEIAC Minutes

Meeting called to order at 6:08p.m.

Members present: Matthew Page-Shelton, Jayne Wellman, Nick Parsons, Erin Kelley, Kim O'Keefe, Karen Baker-O'Brien

Old business

Survey:

- We should include data that supports various assertions, comparing segmentation analysis with the aggregate. It is helpful to focus the executive summary as much as possible.
- Report should also include visual representations.
- The executive summary should also note areas of further research and survey. How will we access information if we didn't access it this time around?
- Jayne will work on an outline for the report, Erin can work on visualizations, Nick will also support
- As a reminder of the survey's purpose, the press release language was shared, and is included here:

On Wednesday, March 16, 2022, the Town of Tewksbury will launch its first ever survey to town residents and employees to learn more about their experiences and perceptions of the community related to diversity, equity and inclusion. This brief survey, which takes 10-12 minutes to complete, asks residents and employees to consider their experiences with schools, town offices, events, and across the community. The purpose of the survey it is to provide town leadership with the data and insights necessary for community improvements, informational opportunities, and focal areas.

This survey has been developed and will be utilized by the Tewksbury Diversity, Equity & Inclusion Advisory Committee (TDEIAC). This committee was established in 2021 by the Town Select Board. TDEIAC is charged "to promote Diversity, Equity, and Inclusion and build a stronger, more unified, welcoming Town that respects and recognizes both its growing diversity, and its commonalities." This survey supports TDEIAC's goal in assessing our community needs.

The members of TDEIAC encourage all residents and town employees to complete the survey either [electronically](#) or on paper. Paper copies of the survey can be found at the Town Managers Office (Town Hall, third floor), the Tewksbury Library, or the Senior Center. Results of this survey will be shared with the Tewksbury Select Board in Summer 2022.

Events:

- Instagram DEI account is live! 13 posts have been made in 24 days.
- Black History Month in February—film series
 - Including Hosting films in various locations
 - We will request to co-sponsor a film with the library, Kim O’Keefe will reach out to Robert Hayes
 - Will need to make the request through the Superintendent’s Office to co-sponsor a film with the school district, Karen Baker-O’Brien will connect with that office.
 - A list of kids/family movies to view for Black History Month was shared and reviewed as well.
- Film ideas discussed:
 - Selma
 - Akeelah and the Bee
 - Hidden Figures
 - Harriet
 - 42
 - The Immortal Life of Henrietta Lacks
 - Till
 - John Lewis Good Trouble
- Additional ideas can be found at:
 - <https://learnincolor.com/black-history-month-movies-for-kids-and-teens.html>
 - <https://thevoiceofblackcincinnati.com/black-history-movies-for-kids-and-families/>
 - <https://www.essence.com/holidays/black-history-month/28-movies-for-black-history-month/#1141171>

New Business

Webpage

- Should we start to put together materials and resources to share on the webpage?
 - Yes, Jayne will ask Richard Mountori who our point of contact is from the Town staff.
 - We can post lists and resources like those above.
 - The survey results will also be posted.

Posting TDEIAC Vacancies

- Jayne Wellman will work with the Select Board to re-post the TDEIAC committee application

High School/School District

- Applied for the Project 351. Students will get trained at the Celtics center to teach kids to be peer leaders to promote a community where difficult conversations can happen. The school is hoping to be selected, and used data from the survey to support their application.
- “Belonging Day” at the high school occurred for Indigenous People’s day.
 - It is a popular event and sophomore, and junior students missed it because of COVID-19, and they are seeing if they can bring the group back for those groups of students.

Discussion

- For consideration, advocating for the hiring a DEI officer for the Town
 - Results from the survey support this—the survey indicating that people would like to see more diverse staff hired by the Town, so having someone with these skills can promote this effort.

Frontline Initiative Update

- Beth Israel/Lahey Health is starting their bi-annual grant process for community health needs assessment. Tewksbury is a community in their service area. Frontline has been tasked with developing a project for this grant proposal.
- An application has been put in for developing a proposal to support the LGBTQ community and the COA on the dances that they host.
- The DEI can partner with Frontline to develop the programming, e.g., hosting adult social gatherings.
- You can apply for up to \$20,000.
- A letter of support from the committee would be helpful. TDEIAC unanimously voted to support this initiative. Jayne Wellman will craft the letter on behalf of TDEIAC.
- The application was due the week following the meeting.

Police Department Update

- Sweatshirt and blanket drive are ongoing and have been successful.

Other Community Matters

- The concern around affordable housing in Tewksbury was discussed by the committee. The committee determined that this is a matter for TDEIAC discussion and follow up.
 - TDEIAC members will:
 - View or be present for the NCMCOG presentation on affordable housing in the town at that select board meeting.
 - Nick Parsons and Karen Baker-O'Brien will inform the school committee and school staff that there is wide range of socio-economic status within our town, and that our students may come from families or living situations that are impacted by this.
 - The committee is also in support of developing a “community fridge” program to allow those who are food insecure to access food as needed.
 - Frontline and TPD representatives will provide the committee with data on Tewksbury’s unhoused population as it becomes available.
 - The committee will discuss further actions.
 - Erin Kelley and Kim O’Keefe reached out to the Merrimack YMCA in Lawrence to ascertain if their mobile food truck could come to Tewksbury.
 - <https://mvymca.org/pantry/#:~:text=Mobile%20Food%20Pantry%20at%20the,collaboration%20with%20Andover%20Elder%20Services.>

TDEIAC’s next meeting was scheduled for November 14 at 6:00p.m.

