



Notice and Agenda

Sudbury Diversity, Equity and Inclusion Commission

Sudbury DEI Commission Meeting
Thursday, October 14, 2021
7:30 PM Open Session

Please click the link below to join the virtual Sudbury DEI Commission Meeting:

<https://us02web.zoom.us/j/83513599960>

For audio only, call the number below and enter the meeting ID on your telephone keypad.

Dial-in: 978-639-3366 or 470-250-9358

Meeting ID: 835 1359 9960

Meeting Agenda

1. 7:30 PM: Welcome and open meeting by roll call vote.
2. 7:35 PM: Public comments.
3. 7:50 PM: Debrief on presenters / lessons learned.
4. 8:05 PM: Discussion & vote on Commission meeting schedule.
5. 8:15 PM: Working group updates and Co-Chair updates.
6. 8:40 PM: Discussion on survey submitted by members of the Commission - establishing a consensus on the Commission's identity & vision.
7. 9:25 PM: Review and approve minutes of September 23, 2021 meeting.
8. 9:30 PM: Adjourn meeting by roll call vote.

“This listing of matters is those reasonably anticipated by the Co-Chairs which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.”

The next Sudbury Diversity, Equity and Inclusion Commission meeting will be determined during the meeting.

Budget Working Group Update

I sent an email to Commission requesting ideas for the Sudbury Cultural Council grant opportunity. Applications due Oct. 15. I have not received any responses as of 10/8/21. More information on the grant program can be found here: <https://massculturalcouncil.org/local-council/sudbury/>

In response to our grant application, the Sudbury Foundation has asked for more clarification on our expected costs for a consultant. I reached out to Anna Giraldo-Kerr, who led the Needham Lived Experiences Project to restart a conversation on potential consulting work with the Commission. Ms. Giraldo-Kerr had an initial conversation with former Commission member Susan Tripi back in August, so I am trying to pick up from there. We are currently working to identify times for a call/meeting, likely in mid-October.

Submitted by: Stephanie Oliver

Below are two draft versions of a short land acknowledgment (differences in language are italicized in blue). The DEI Commission will discuss these during the October 14, 2021 meeting.

Sudbury Land Acknowledgment (Version #1)

As we gather here this evening to deliberate on issues that impact our community, it is essential that we also look to, and learn from, the lessons of the past. We want to acknowledge that Sudbury is located on the traditional, ancestral, unceded territory of the Nipmuc, Pawtucket/Pennacook, and Massachusett. We honor with gratitude the land itself and the people who have taken care of it throughout the generations. We are committed to becoming better stewards of the land we inhabit and learning from the failures of preceding generations in pursuit of *a more just and equitable Sudbury*.

Sudbury Land Acknowledgment (Version #2)

As we gather here this evening to deliberate on issues that impact our community, it is essential that we also look to, and learn from, the lessons of the past. We want to acknowledge that Sudbury is located on the traditional, ancestral, unceded territory of the Nipmuc, Pawtucket/Pennacook, and Massachusett. We honor with gratitude the land itself and the people who have taken care of it throughout the generations. We are committed to becoming better stewards of the land we inhabit and learning from the failures of preceding generations in pursuit of *justice and equity for indigenous people*.

The Broad Scope of DE&I Organizations

Diversity, Equity, and Inclusion (DE&I) organizations and initiatives can range widely. They may all share the mission of creating or achieving more diverse, equitable, and inclusive environments, but **how** this progress is achieved is based very much on **what** the organization is, or in other words its organizational identity. How a particular organization or agency identifies itself will inform how it fulfills the mission of DE&I.

Beyond establishing a mission statement for DE&I, any organization wishing to create an agenda, strategy, or an action-plan for effective DE&I programming, must first have a well-defined identity.

An example of why a well-defined identity matters as much as a mission statement is illustrated in the example in the table below, in which 3 different entities set out to achieve a common mission:

Mission Statement: The mission is to get the ball into the hole	
Identity of Entity	Action Plan
Basketball Player	Throw the ball into the hole
Skee-Ball Player	Roll the ball into the hole
Golfer	Hit the ball into the hole (stick required)

The example above illustrates how a defined mission can be interpreted differently by different types of entities based on how they define themselves. Furthermore, these different interpretations will inevitably yield different action plans.

The same is true for the efforts of DE&I. Despite how the mission statement is worded, the interpretation of the mission, and therefore the actions, are largely based on the identity of the organization.

The Identity of the Sudbury DE&I Commission

Our residents and our town will be better-served if the DE&I Commission has a clearly-defined identity.

In order to a framework through which our DE&I commission will interpret its mission as an organization, and thereby set our strategic action planning, we are surveying each member of the commission to ascertain their views and opinions on the identity of the commission.

Types of DE&I Organizational Entity Identities

Type of Entity	Description	Examples of Actions
Advocacy Organization	This type of entity provides support, resources, and aid directly to individuals who have experienced some form of “identity” trauma, discrimination, or negative incident	<ul style="list-style-type: none"> • Offer hotline to individuals who have experience a negative incident on the basis of their race or identity • Offer counseling to such individuals • Offer resources to such individuals
Advisory Organization	This type of entity informs and influences public policy and governance by collecting data and providing analysis of data. The data collected should be both measurable and empirical, and both qualitative and quantitative	<ul style="list-style-type: none"> • Conduct full analysis on ordinances and policies (i.e., zoning, elections, housing, etc.) to see if they have a disproportionately negative impact on a particular underrepresented group
Outreach Organization	This type of entity promotes the tolerance, acceptance, understanding, and appreciation, of differences and similarities among various groups and individuals by facilitating several opportunities to have inter-cultural exposure.	<ul style="list-style-type: none"> • Create a multi-ethnic cook-book • Plan a multi-cultural festival • Create Unity events
Enforcement Organization	This type of entity ensures the adherence to existing public policy by enforcing these policies in a manner that is congruent to the town’s laws	<ul style="list-style-type: none"> • Work with Law Enforcement in various aspects as needed (i.e. reporting, follow-up, mediation)
Educational Organization	This type of entity seeks to further the understanding of the general public of “identity” trauma, discrimination, and biases by providing educational events and environments and other informative resources.	<ul style="list-style-type: none"> • Offer Implicit Bias Training • Set up Racial Sensitivity Workshops • Facilitate LGBTQ+ awareness events

Survey:

Based on what you believe is needed in our town, please select the type of organization you think the commission SHOULD be:

- Advocacy Organization
- Advisory Organization
- Outreach Organization
- Enforcement Organization
- Educational Organization

Based on our progress made and meetings held so far, please select the type of organization you think the commission CURRENTLY is:

- Advocacy Organization
- Advisory Organization
- Outreach Organization
- Enforcement Organization
- Educational Organization

Based on your interests for involvement in DE&I initiatives, please select the type of organization you WANT the commission to be:

- Advocacy Organization
- Advisory Organization
- Outreach Organization
- Enforcement Organization
- Educational Organization