



Notice and Agenda

Sudbury Diversity, Equity and Inclusion Commission
Sudbury DEI Commission Meeting
Thursday, November 18, 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: SPS Discussion and Q&A.
4. 8:30 PM: Continued discussion on survey submitted by members of the Commission - establishing a consensus on the Commission's identity & vision.
5. 8:45 PM: Working group updates & subcommittee structure discussion.
6. 9:00 PM: Attendance and Commission schedule.
7. 9:10 PM: Immediate initiative recommendations: Land acknowledgement, international flags in town center, and storytelling workshops.
8. 9:20 PM: Discussion on inquiries and concerns submitted to the Commission.
9. 9:28 PM: Press release photo.
10. 9:29 PM: Review and approve minutes of October 14, 2021 meeting.
11. 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.

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

Budget Working Group Update

On 10/18/21, Katina Fontes, Yana Bloomstein and Stephanie Oliver met with Anna Giraldo-Kerr and Nichole Argo, founders of the Needham Lived Experiences Project to discuss potential collaboration/consulting opportunities. We explained that we were interested in doing a project similar to theirs and wanted to know more about what would be involved, as well as to get a sense of the costs. We mentioned that we had applied for a grant of up to \$5,000 for the project. Anna and Nichole provided a lot of helpful information on how the Needham project came about, what was involved and what we would need to consider if we were to embark on a similar project. The Needham project collected stories through an online survey that was open for two months. The data was then analyzed and ultimately presented on a website: <http://livedexperiencesproject.org/>.

Nichole and Anna did not provide any specific costs (much would depend on the scope and design of the project) but offered several things for us to think about in refining our goals for the project, such as whether we would seek a representative sample in survey responses. Indications were that a comprehensive project would cost much more than \$5,000.

In a follow up email, Stephanie asked if there were any components of the project that would be in that price range. For instance, if Anna and/or Nicole helped with survey design and outreach strategy only, or data analysis only, and if the cost estimate could be based on a proportional number of responses, since Sudbury's population is approximately 58% of Needham's. In response, Nichole said that she would be willing to assist us with this project and offered a suggested outline for the work. Anna said that she had too many commitments to participate at this time. The Commission members who attended the meeting suggest that a new working group be formed to focus on a survey/storytelling project.

With regard to the potential Sudbury Cultural Council grant opportunity, Stephanie reached out to the Council to determine if the DEI Commission would be eligible to receive funding as a government entity (it was somewhat unclear from the grant guidelines). A representative from the Council responded that we would be, but that we would need to have a specific project identified to be considered for a grant, including details like the event date and location. The only project idea that had been put forward at that point was a writer's workshop-type event with author Jennifer De Leon (suggested by Nalini Luthra). Stephanie explored that idea briefly with Nalini, but there was not enough time to coordinate details in time to submit a grant application by the deadline of November 1st. The Cultural Council encouraged us to apply next year.

Submitted by: Stephanie Oliver