

Date: 9th October, 2025.

Hybrid Meeting: Meeting Room and the Sudbury Police Department

Attendees (in-person): Janine Taylor, Thomas Plihcik, Safa Khan, Isaac Tesfay

Absent: Joanna Steffey, Nnenna Uneke

Sudbury Select Board Liaison: Radha Raman Gargeya

Meeting commences at 7:04 pm

Agenda items:

Land Acknowledgement was read by Janine Taylor

Reflections: None were offered today

Public Comments: None today

Meeting Minutes approved for September 11, 2025

Updates with Chief Nix:

Chief Nix provided an overview of the Sudbury Police Department's community engagement initiatives, including Citizens Academy and the Jail Diversion Program.

Citizen's Academy: The most recent Citizen's Academy was canceled, however the first one was kicked off well. Chief Nix shared that the Academy has a good curriculum and their graduation program is wonderful.

18+ minimum age; Chief requested to help with recruitment in the Spring

Self Defence, RAD(Rape Aversion Defence): For females only, about self empowerment and self awareness.

The recent course was for the more tenured residents. However, it is a good program by the Sudbury police which is highly recommended

Q/A:

Isaac asks the age for RAD: 18 minimum answered by Chief Nix

Janine asks about SROs(School Resource Officers) at all the Schools.

Chief Nix informs the SROs are at High School and at Curtis and they usually make a visit to the Elementary Schools.

Jail Diversion Program (JDP):

Sudbury Police Department partners with **Advocates (a Non-profit Human Services Agency)** in which Clinicians are embedded within the department and are available to respond with the police to incidents that may require clinical intervention/support.

The intent is to keep people out of the criminal justice system and help with going to the hospital.

Helps to save money. This has been around 7 years. Program shared with Hudson.

Many clients have been students especially due to the pressures of Social Media.

Safa gave an update on the Community Conversations Hate Crime Event to be held in Wayland.

Chief Nix agreed to advertise on the facebook page of Sudbury Police Department.

Chief Nix talks about being educated about the Swastika by Nalini Luthra who was the previous chair of the SDEIC.

Janine read the statement of the Community Conversations Hate Crime Event from the flyer, which includes preventative measures.

Chief Nix suggested connecting with the Sudbury Clergy so that they could incorporate this in the newsletter.

Cancellation of the Tri-district Calendar Review Subcommittee Meeting scheduled October 1:

At 7:45 p.m., the Commission opened a discussion regarding a resident's letter concerning the cancellation of the October 1st Tri-District calendar meeting. The meeting had been canceled following the social media post highlighting a conflict with Yom Kippur. The resident's letter noted a perceived inequity, pointing out that the subcommittee's inaugural meeting on June 6th coincided with Eid Al-Adha but was not rescheduled despite prior notice.

Janine provided context on the heightened social media discourse that preceded the October 1st cancellation. In response, Chief Nix emphasized the need for consistency regarding holiday observances and expressed concern that the capacity for civil, passionate discussion has been diminished.

The meeting focused on addressing concerns about intimidation and safety, particularly in the context of DEI-related discussions and meetings. Chief Nix emphasized the importance of balancing First Amendment rights with ensuring safety, noting that while poor speech is protected, threats are not. They discussed the need to assess situations individually and avoid being used as an intimidation tool.

The Commission decided to respond to the email exchange by acknowledging the mistake made in scheduling a meeting on Yom Kippur and emphasizing their role in supporting and educating the community.

Thomas suggested adopting a DEI Approved Calendar as a commission, which we could also share via a letter with town committees. Thomas and Isaac will work on a draft to share with the community and school committee chairs.

At 8:45 pm, Janine makes a motion to authorise Isaac and Thomas to draft a letter of response to be sent to the School Committee chairs, bringing the draft to the next meeting. All respond in affirmative

Kimberly Lezak interview:

Introduction of the SDEIC was provided by Janine.

Addressing Gender Bias in Science

Kimberly discussed the challenges of gender bias in science and shared strategies for addressing it, including surrounding herself with a supportive network.

Kimberly emphasized the importance of DEI initiatives and suggested ways to improve community engagement, such as leveraging school newsletters and collaborating with local groups like the LGBTQIA community and the senior center.

Kim committed to attending monthly DEI Commission meetings and expressed her unwavering commitment to the cause.

DEI Commission Planning and Next Steps

The DEI Commission discussed their role and next steps following a joint meeting with the Select Board. They agreed to continue their conversation at their next meeting in November focusing on defining what DEI means to them and proposing a more structured approach to their work. The commission also decided to review the town and library calendars to identify opportunities for representation at events, and to develop branding materials and collateral to share at these events. They plan to interview Lorena as part of the hiring process for a new member, and will continue discussions with the Select Board about their role and needs.

Meeting Close:

At 9:47pm, Thomas made a motion to adjourn and all replied in the affirmative.