

# Municipal Update



Gregory Johnson



Michael McCall



Andrew Sheehan

## Sudbury Town Manager Search

Sudbury residents had an opportunity to ask the three candidate finalists (shown left) questions during two public forums. The Select Board conducted interviews with the finalists on the following weekend, and selected Andrew Sheehan as their candidate of choice at their November 15, 2022 meeting.

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## COVID-19 VACCINATION CLINIC

NOVEMBER 30, 2022

At the  
Goodnow Library  
5:00 pm – 8:30 pm

Primary and Booster doses available for  
those aged 6 months and older

To register click [here](#) or enter

<https://home.color.com/vaccine/register/transformativhealth?calendar=46ab2fe9-4623-41ee-ad46-790bc0330d9a>

Appointment assistance and hotline for questions

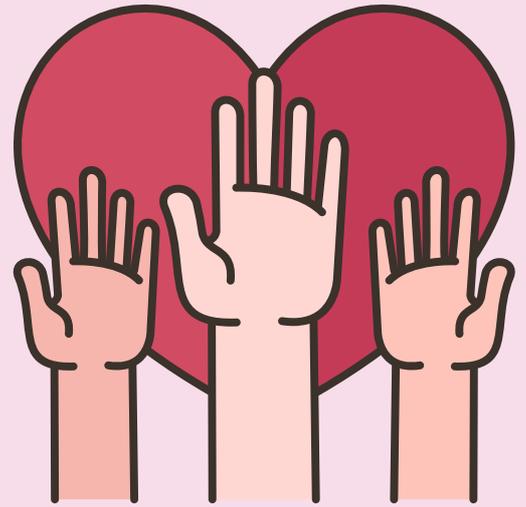
Email: [vaccinequestions@transformativhc.com](mailto:vaccinequestions@transformativhc.com)

Phone: 617-380-6239



**Public Health**  
Prevent. Promote. Protect.  
The Sudbury Health Department

# VOLUNTEER



## Help Out in the Community

Sudbury's volunteers strengthen our community. Interested in volunteering for a Town committee or working at the polls on election day? See the latest opportunities at:

<https://sudbury.ma.us/opportunities-volunteers/>



Town Offices will be CLOSED for  
**Thanksgiving**

Wed, Nov 23: Noon close  
Thurs, Nov 24: Closed  
Fri, Nov 25: Closed



Town Offices will be CLOSED for  
**Christmas**

Mon, Dec 26: Closed



Town Offices will be CLOSED for  
**New Year**

Mon, Jan 2, 2023: Closed

# Fire Department Updates

BY JOHN WHALEN,  
FIRE DEPARTMENT CHIEF

## Open House

On October 8, the Fire Department conducted a Fire Prevention Open House. This event consisted of Firefighter interactions, a fire hose maze, and fire equipment displays. This family event was very well attended, and all enjoyed the lunch of pizza and free give-aways.



## Firefighting Academy Graduates

On October 21, Firefighters/Paramedics Katrina Diorio and Brian Stamp graduated from the Massachusetts Fire Academy's ten-week firefighter recruit training program. Congratulations to our new team members!

# Town of Sudbury

## Fire Station No. 2



# GROUND BREAKING

**FIRE STATION NO. 2  
550 Boston Post Rd**

**Wednesday,  
December 7, 2022  
1 PM**

The public is welcome to attend the Ground Breaking Ceremony and listen to some words from persons involved in making the Fire Station project come to fruition.



# Board of Health Update

BY COLLEEN BERNARD &  
KRISSEY CREAM,  
SOCIAL WORK INTERNS

## Social Work Office

Bethany Hadvab, LICSW and the current team of four Master's level interns continue to work with Sudbury residents to facilitate linkage to social service needs. In September, the Social Work Office welcomed four new Masters level social work interns to support resident needs: Colleen Bernard, Krissy Crean, Mariah Peebles and Rebecca Wallenstein. Since the pandemic, there has been an increase in the complexity and quantity of services sought by residents. The addition of the interns ensures that residents' needs are met in a more timely manner.

## End of Year Giving

As the effects of the pandemic continue, nonprofits are encountering increasing difficulties in ensuring that all individuals in our community have the necessities requisite to secure living. With rising gas, housing and food prices, and winter heating and utility bills expected to go up between 20-64% (based on the utility type), the community needs immediate help.



HOPEsudbury hosted its 21st annual Telethon and Auction on November 5th. HOPEsudbury offers emergency financial support to Sudbury residents. In 2020 and 2021, over 50% and 70% of applicants respectively requested funding to pay rent or mortgage, and the majority reported that this funding (\$600-\$1200) was not enough to alleviate the financial crisis, requiring additional resources. Prior to 2022 (and prior to the COVID-19 eviction moratorium ending), HOPEsudbury averaged 60-70 applications a year. In January 2022 alone, 24 applications were submitted, and as of late October, 92 applications had been approved by HOPEsudbury. Despite increased fundraising efforts, they do not believe that they will have adequate funding to meet the demands in 2023. Consider making a [donation to HOPEsudbury](#) to support your neighbors!

Another way to support your neighbors and promote equal access to basic needs, is to donate gift cards to be distributed by the Board of Health Social Work Office. The rising cost of food, heating, rent, and other basic resources is causing a financial strain for many residents. As the pandemic continues to impact residents, the need for gift cards to meet basic needs with dignity and choice is greater than ever. In the past, people have collected gift cards at holiday parties or donated in honor of their loved ones as a holiday gift. If you would like to do so, we can provide a gift donation letter. If you would like to **donate gift cards to support your neighbors**, you can do so by:

1. EMAIL electronic gift cards to [hadvabb@sudbury.ma.us](mailto:hadvabb@sudbury.ma.us)  
(Please send a separate email to confirm that they were received.)
2. MAIL gift cards to:  
Board of Health Gift Card Program  
275 Old Lancaster Road, Sudbury, MA 01776
3. ARRANGE DROP OFF at the Board of Health Office by calling 978-639-5479.  
\*Please be sure gift cards are labeled with the amount on the card\*



Most requested cards:

- Grocery stores (Market Basket, Whole Foods, Shaws, Sudbury Farms)
- Target/Walmart
- Visa/Am Ex Debit cards (helpful for paying bills)
- Gas
- CVS
- Uber

Lastly, you can aid fellow community members by supporting their educations. The Sudbury Social Work Office runs a Single Parents Program that assists individuals who are parenting independently in achieving their educational goals, such as obtaining degrees and certifications. The program aims to eliminate obstacles to enrolling in and completing educational programs. The program is designed to be person-centered and trauma-informed, and to allow parents to move at a pace that meets their own personal needs. Since the program was initiated, 27% of participants enrolled in a bachelor degree program, and an additional 36% graduated with a degree. In an ongoing qualitative research study, all participants reported that the program has helped them to pursue their educational goals, meet their basic needs, and feel more secure in their parenting. To donate to the Single Parents Scholarship Fund, email [socialworker@sudbury.ma.us](mailto:socialworker@sudbury.ma.us).

We at the Social Work office, are all so thankful to be here. We welcome any questions or ideas to improve our work with the community. Please visit the [Social Work Website](#) for more information -- we would love to hear from you!



## *Diwali Celebration*

**BY ESMÉ GREEN,  
GOODNOW LIBRARY DIRECTOR**

On Wednesday, October 19, we had 125 people turn out for our first ever Diwali celebration. It was a great event, full of fun crafts and food. It turned out to be more multi-generational than we expected, which was such a pleasant surprise. We will definitely be doing this again!



## October Disability Awareness Events

We held two very large events in conjunction with the Commission on Disability (COD) and the Sudbury Co-op Preschool. The first was a zoom presentation by Ashley Harris Whaley called "Unlearning Ableism: Teaching Children about Disability." 92 people tuned in to watch live on 10/13 and 189 viewed the recording after the fact on [Sudbury TV](#).

Invite you to a Zoom event with Ashley Harris Whaley for a conversation on:

# UNLEARNING ABLEISM

ACTION, ALLYSHIP, AND HOW TO TALK TO CHILDREN ABOUT DISABILITY



CHANGING PERSPECTIVES THROUGH

## Disability Reframed

EDUCATION AND CONVERSATION

Ashley is an author, speaker, and disability educator. Disability Reframed combines self-learning with open dialogue and conversation to create a space where decades-old attitudes towards disability, disabled lives, and disabled people are dismantled, examined, and then thoughtfully rebuilt.



The second large event was "Together We Play: Celebrating Disability Awareness" held at the library on 10/23. 208 people came out to participate in an afternoon of activities, crafts, speakers, storytimes and more.

In addition to these 2 big events, the children's department focused Disabilities in 4 of our other programs in October: one of our Crafternoons and all three of our Book Clubs.



# PARENTS NIGHT OUT!

**GET YOUR  
HOLIDAY SHOPPING  
DONE WHILE YOUR  
KIDS HANG WITH US!**

**FRIDAY,  
December 16th  
6PM - 8:30PM  
Fairbank Community  
Center**

**KIDS WILL ENJOY ENTERTAINMENT, DINNER, SNACKS,  
ARTS & CRAFTS, SPORTS, GAMES, ETC.**

**AGES 7 TO 11**

**COST: \$45 - REGISTRATION IS REQUIRED!**

**SIGN UP AT**

**[www.SUDBURYREC.com](http://www.SUDBURYREC.com)**



# Park and Recreation

Sudbury Park & Recreation/Atkinson Pool would like to thank Shaw's Supermarket for their generous donation of \$1,000 towards the department. Shaw's Supermarket also donated an additional \$1,000 to the Goodnow Library. Making their total donation of \$2,000 that can be used to future programs and events!

# *Planning & Community Development*

**BY ADAM DUCHESNEAU,  
PLANNING AND COMMUNITY  
DEVELOPMENT DIRECTOR**

The Sudbury Housing Trust is pleased to announce its third rental assistance release of the Sudbury Rent Relief Program. This program is funded through the town ARPA funds award, and the program is administered by the Regional Housing Services Office (RHSO) . This program provides rental assistance payments for households in need that meet the eligibility guidelines.

For more information about the Sudbury Rent Relief Program and guidelines, please read the Application Packet, Application Checklist and Application Form or visit the RHSO website, [rhsousing.org](http://rhsousing.org).

The program will remain open and award grants on a first come, first served basis to eligible applicants until funding is depleted.

If requests exceed available funds, eligible applicants will be entered into a lottery to select program participants; otherwise the program will remain open and award grants on a first come, first served basis to eligible applicants.

If you have any questions about the program, please contact:

Ryan Poteat

Community Preservation Coordinator

278 Old Sudbury Road, Sudbury, MA 01776

978.639.3388

[PoteatR@Sudbury.ma.us](mailto:PoteatR@Sudbury.ma.us)

## **SUDBURY RENT RELIEF PROGRAM**



# Senior Center News

**BY DEBRA GALLOWAY,  
SENIOR CENTER DIRECTOR**

## **Fairbank Community Center Construction**

The Sudbury Senior Center participants, staff and volunteers are excited to see the progress on the construction of the new Community Center right next door. Although there are occasional rumblings from the construction site, there have been few interruptions to our programs or services. However, there are changes; the Fairbank Gym windows are covered, there is a new Emergency Exit door, and the Sudbury Park and Recreation department offices, reception and Atkinson Pool also have covered windows, while construction continues outside. We are very much looking forward to the new center with additional space for all the Community Center users, including the Senior Center, the Sudbury Park and Recreation Department and the Sudbury Public Schools Administration. A move-in date is estimated to be late 2023 or early 2024.

Until then, the Senior Center continues to live within our smaller space and with a parking lot that is now also shared with the users of the Park and Recreation programs and the Atkinson pool. It seems to be working out all right so far. We do continue to have several virtual programs which helps to maintain some open parking space in our lot. Thankfully, there is also space across the street at Haskell Field for those who are able to safely use that space. We anxiously await the flashing crosswalk sign that is on back order due to supply chain issues.

## **Preparing for the New Senior Center**

Sudbury Council on Aging Chair Jeff Levine and COA Secretary Bob Lieberman accompanied Senior Center Director Debra Galloway on a furniture field trip to view and try out various furniture options for the new Senior Center. The COA continues to provide crucial input and advocacy for the new Community Center planning and construction.

In preparation for the opening of the new Senior Center, Chair Jeff Levine is leading an effort to bring enhanced programming to the new Senior Center. A recent Focus Group Study conducted by Market Researcher Sandy Lasky resulted in recommendations for new programs and partnerships. COA members are reaching out to local universities and music and arts schools to evaluate interest in mutually beneficial programs that will bring new educational and arts programs to the new Center. COA members and Senior Center staff are excited to work together on these new opportunities.

Street Crossing from Haskell Field Parking to the temporary Park & Rec/Atkinson Pool entrance. If you are attending a program and need to park at Haskell Field, please use extra caution when crossing the street.



## Recent Events

The Senior Center hosted Illusionist Lyn Dillies for an awesome evening of magic on Monday, September 26. We also hosted a Grandparents Grab n Go on September 13 in honor of Grandparents Day. Chery Finley, Administrative Coordinator, and Paul Marchand, Van Driver, hosted a table at the Sudbury Fall Fest at Haskell Field on September 17. The Senior Center was able to share information about our programs and services, while also handing out small prizes to attendees.

Much appreciation to two local Physical Therapy agencies! A Falls Prevention workshop was offered at the Sudbury Senior Center on September 28 by Alicia DeGiso, PT, DPT, of Connections Physical Therapy; and in October, Aditi Chandra, DPT, at Longfellow Holistic Health Center, volunteered to offer Balance Assessments, which were very popular. Falls cause injuries every year and have many causes, please contact the Sudbury Senior Center if you would like more information at 978-443-3055 or [senior@sudbury.ma.us](mailto:senior@sudbury.ma.us).

Thank you to Shaw's of Sudbury for their generous donation of about 100 pumpkins and Honey Pot Hill Orchards for their generous donation of delicious cider donuts and fresh cider for the It's Fall, Y'All Pumpkin Fest on Tuesday, October 25. This event was co-sponsored by the Sudbury Senior Center and the Sudbury Park and Recreation Department, and featured pumpkin decorating, cider and donuts, as well as live music from the Flashback Band. Everyone had a great time!

The annual Veterans Appreciation Luncheon was held at the Wayside Inn this year on November 10. A huge Thank you to the 1st Lt. Scott Milley Foundation for sponsoring this important event.

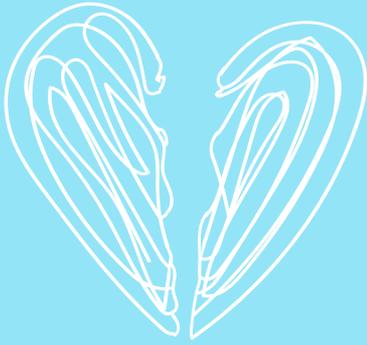


## Upcoming Events & Programs

Watch for special upcoming events! On November 29, we host Michelle Ellicks, Community Outreach Coordinator from the MA Registry of Motor Vehicles for information about "How to Get a Real ID". In December, we host two special events: Heart to Home Meals will provide a hot lunch on Tuesday, December 13, and Therapy Gardens, will offer a workshop (and sampling) of Festive Holiday Soups, on Tuesday, December 20. Registration will be available on December 1.

The Sudbury Garden Club will be back this year right before Thanksgiving to create lovely fresh flower bouquets for the people who received home delivered meals, and then will be here to offer a workshop on Boxwood Kissing Ball Wreaths on Wednesday, December 7.

Some ongoing programs include: "The Operas of Mozart" and "Leonardo da Vinci" from The Great Courses; several fitness and wellness classes, such as T'ai Chi, Yoga, Tap Dance, Fit for the Future, Staying Independent for Life, and Mindful Meditation. In addition, we have vibrant card and game players, who keep our Mah Jong, Bridge, Canasta and Cribbage groups running strong.



## Sudbury Senior Center Grief Support Group

A Grief Support group will meet monthly on the first Tuesday of the month from 10-11:30 a.m., beginning Nov. 1, 2022. November and December focus will be on managing and processing grief during the holidays. All are welcome. Registration is required by calling Ana Cristina Oliveira, Outreach/Information Specialist at 978-639-3268. Group facilitator is Jane Benger, Chaplain at Faith & Family Hospice.

## Making Memories Café

Join us for this monthly Memory Café at the Sudbury Senior Center. Bring your loved with memory loss/cognitive impairment to enjoy refreshment, uplifting entertainment or an activity and companionship with others. These events are perfect opportunities for you to take a break, socialize with other family caregivers and simply enjoy spending time with your loved one.

This café is sponsored by Bridges by Epoch of Sudbury on the third Tuesday of the month from 2:00-3:30 PM at the Sudbury Senior Center. Reservation is required by calling the Senior Center at 978-639-3268 or email: [oliveiraa@sudbury.ma.us](mailto:oliveiraa@sudbury.ma.us).

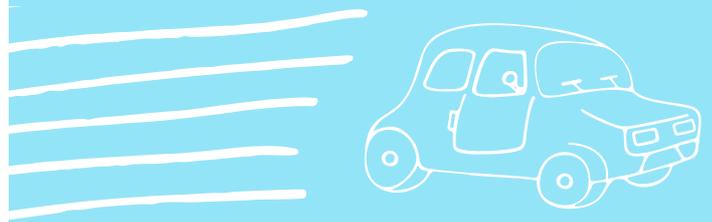
## Low Income Home Energy Assistance Program (LIHEAP)

Known commonly as Fuel Assistance, the Low-Income Home Energy Assistance Program (LIHEAP) provides eligible households with help in paying a portion of winter heating bills. With energy prices very high and expected to continue to be high, residents may wish to consider applying.

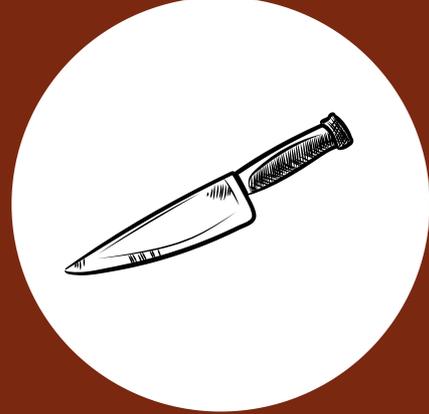
The Low-Income Home Energy Assistance Program (LIHEAP) application is free. No fee is required to apply, and free help is available to complete applications. Beware of scams by people charging an "application fee" to help with submitting an application. If you need help completing the application, please call Ana Cristina Oliveira, Outreach/Information Specialist at 978-639-3268 or email: [oliveiraa@sudbury.ma.us](mailto:oliveiraa@sudbury.ma.us)

## GoSudbury Transportation

The Sudbury Senior Center continues to be a part of the Sudbury Transportation Committee offering the GoSudbury Uber and Taxi programs for eligible Sudbury residents. The GoSudbury programs provide transportation to Sudbury residents who are 60+, 18+ with a disability that limits driving, 18+ with financial need and veterans or military/reserves. If you would like more information, please contact Ana Cristina Oliveira, Outreach Specialist, Sudbury Senior Center, at [oliveiraa@sudbury.ma.us](mailto:oliveiraa@sudbury.ma.us) or at 978-639-3268.



# GOODNOW LIBRARY THANKSGIVING SOLUTIONS



Borrow a Knife Sharpener from Goodnow's Library of Things and grab a cookbook while you're there.

## Thanksgiving Tips for a Wholesome and Safe Holiday.

**1.** Thawing the turkey or any meat product on the counter might seem easier, but it's not safe. **Thaw your turkey in the refrigerator, in cold water, or in the microwave oven.**

**2.** As tempting as it is to leave out for all to admire, your pumpkin pie contains milk and eggs, so first bake it to the safe minimum internal temperature of 160 °F, then **refrigerate after baking.**

**3.** Using the same spoon for stirring and tasting is bad manners and oh yeah, it can spread bacteria and viruses.

**4.** No matter how good it looks, you can only tell if a whole turkey is safely cooked when the internal temperature reaches 165°F. **Always use a food thermometer.**

**5.** Wash hands with soap and warm water for at least 20 seconds before and after handling food and after using the bathroom, changing diapers, or handling pets.

**6.** Never stuff your turkey the night before cooking it. To avoid harmful bacteria growth and food poisoning, the wet and dry ingredients can be prepared the night before and refrigerated separately. Mix the ingredients and stuff the turkey just before cooking.

**7.** More leftovers than usual? Refrigerate leftovers in shallow containers within 2 hours of cooking and use within 3-4 days or freeze. Reheat thoroughly to 165 °F.



Learn more about holiday food safety at:  
[www.foodsafety.gov](http://www.foodsafety.gov)



# FROM THE SELECT BOARD

Fall 2022

Town of Sudbury

## *Hiring a New Town Manager for Sudbury*

**BY JANIE DRETHER, SELECT BOARD**

On Tuesday, November 15, 2022, the Select Board voted to extend a conditional offer to Andrew J. Sheehan, AICP, to serve as Sudbury's next Town Manager, subject to successful negotiation of an employment agreement. Andy Sheehan has 12 years of experience as a Town Administrator, currently with the Town of Middleton. He has extensive Massachusetts municipal management knowledge as well as operational and community development expertise.

### **The Hiring Process**

In early August, the Select Board hired Community Paradigm Associates (CPA) to assist with the Town Manager recruiting process. CPA has worked with many Massachusetts communities, including Watertown, Reading, Winthrop, Carlisle, Bourne, Plymouth, and Brookline, to assist with hiring Town Managers and Town Administrators as well as other municipal employees.

In September, the Select Board unanimously approved a professional Town Manager Screening Panel to be led by CPA. CPA conducted the screening of prospective candidates by engaging a professional panel that consisted of individuals that have worked in or interacted with municipal government. The Town Manager Screening Panel reviewed the applicants and narrowed the field to 6-8 individuals that would be interviewed.

Throughout October, the Panel conducted interviews and by consensus identified 3 candidates who they believed successfully met the needs and requirements of Sudbury. Sudbury residents had the opportunity to participate in two virtual Q&A forums with the prospective Town Manager candidates on November 7 and 9.

On Saturday, November 12, the Select Board interviewed the three finalist candidates: Gregory W. Johnson, Maynard Town Administrator, Michael F. McCall, Southbridge Town Administrator, and Andrew J. Sheehan, Middleton Town Administrator. The Board, along with Bernie Lynch, Principal of CPA, spent the day with the candidates learning about their backgrounds and the skills they would bring to Sudbury.

### **Next Steps**

The Select Board nominated Chair Russo and Vice Chair Dretler to begin negotiations with Andrew Sheehan, the selected Town Manager, along with the assistance of Town Counsel and CPA, the search consultant. Additional information will be posted on the Town's website as it becomes available:

<https://sudbury.ma.us/>.





# WE BRING SUDBURY TO YOU!

## Program Schedules

### Public/Government Channel

Comcast Channel 8

Verizon Channel 31

SudburyTV programming is available online at [sudburytv.org](http://sudburytv.org).

## *SudburyTV – Programming for the Community by the Community*

### BY DAN CARTY, SELECT BOARD

If you are a Comcast or Verizon cable television customer you have probably come across channels 8 & 9 or 31 & 32 respectively. There reside the SudburyTV “PEG” - Public, Education, and Government - cable access channels. Or perhaps you have visited the website [sudburytv.org](http://sudburytv.org) where online versions of the same are. But did you ever ask yourself how the content gets there?

Recently I had the privilege of meeting with Lynn Puorro, Executive Director of Sudbury Access Corp, also known as SudburyTV. While I am familiar with the SudburyTV offerings, I was looking to learn more about how they work. Lynn started by pointing out that while SudburyTV contracts with the Town of Sudbury to operate the “PEG” cable access channels, they are neither a Town department nor are they funded by taxpayers. Rather, they are a

non-profit 501c3 corporation funded through the franchise fees of the Verizon and Comcast cable companies. Being distinct from the Town allows them not only legal separation but also journalistic license to cover events independently and fairly.

SudburyTV was founded in 2008 by members of Sudbury's Cable Committee, and in September of that year they started operating the former Comcast facilities at Lincoln-Sudbury Regional High School (L-S) and Town Hall. Since then, they produce and broadcast dozens of Town committee meetings a month, locally produced programming, interviews, general interest shows, and school events like graduations, musical presentations, and sports. They also cover large events like Annual Town Meeting and the HopeSudbury telethon. Of interest to me was the fact that they cover all of these events staffed with only 2 full time and 3 part time employees and supplemented

with the help of volunteers and some contractors. SudburyTV is managed by a volunteer Board of Directors made up of Sudbury residents interested in public access. Lynn pointed out to me that the pandemic has actually helped with broader coverage; with remote committee meetings she can often cover three meetings simultaneously!

The programming that viewers see is made possible by the equipment and infrastructure also supported by SudburyTV. The equipment resides mostly at L-S, with additional control rooms at Town Hall, the Flynn Building, and the Police Station. SudburyTV pairs the Public and Government content on one channel, and Educational content on the second. The Education channel is shared with L-S and is also broadcast by Comcast and Verizon in Lincoln.

SudburyTV utilizes a fiber optic network that connects all Sudbury Town buildings and schools that was installed by Comcast. While the cable company franchise fees pay for the television channels, they do not financially cover the rebroadcasts online at [sudburytv.org](http://sudburytv.org). SudburyTV also runs the L-S TV club and offers classes and workshops where the public can come in and learn how to use the equipment and will help Sudbury residents, free of charge, with space, training, and equipment to create their own non-commercial programming.

The content SudburyTV produces and provides is invaluable to keeping the community informed with all things Sudbury. If you are not familiar with them, tune in to learn more!



## VIRTUAL SELECT BOARD'S OFFICE HOURS



Janie Dretler



Jennifer Roberts

### Join On-Line

[us02web.zoom.us/j/82788884457](https://us02web.zoom.us/j/82788884457)

### Join By Phone

978-639-3366

Meeting ID: 827 8888 4457

**THURSDAY, DECEMBER 15, 2022**  
**12 PM – 1 PM**  
**ZOOM MEETING**

# *Sudbury Diversity, Equity, and Inclusion Commission*

BY JENNIFER ROBERTS, SELECT BOARD

The Sudbury Diversity, Equity, and Inclusion (DEI) Commission is evolving! Established in November 2020 in the aftermath of George Floyd's murder, the mission of the commission has been to support diversity, achieve equity, and foster inclusion for every member of the community, respecting all aspects of identities. Many members of the Sudbury community stood up to be considered for the original commission, and it was ultimately formed into a 14-member group with up to six non-voting advisory members. The original mission statement called for one-year appointments, culminating in a final report to the Select Board with recommendations.

One of the most notable accomplishments of the DEI Commission has been the Sudbury Lived Experiences project which collects stories about identity-based experiences in our community, including racism and prejudice. Through a dedicated website and survey, the commission has created a private, confidential, and welcoming place for individuals to share this information. According to the website, data will be reported in an aggregate manner to help inform the DEI Commission, local leaders, and community members. The Sudbury Lived Experiences project will remain open for input throughout November 2022.



In August 2022, the Select Board voted to transform the DEI Commission into an ongoing commission, and a revised DEI Commission Mission Statement was drafted to guide the new commission with the following goals:

- Provide DEI training for members of the DEI Commission and other boards, committees, and commissions, as requested by such groups.
- Gather first-hand experiences related to DEI from individuals who live, work, visit, or attend school in Sudbury.
- Solicit feedback and provide input to the Town manager related to Town departments as well as to commissions, boards, and committees, as requested by such groups.
- Collaborate with groups focused on DEI-related matters.
- Facilitate DEI discussions and education forums for town residents.
- Identify ways to promote awareness, engagement, and community building around diverse experiences to create a more inclusive community.
- Partner with the Select Board and Town to identify DEI-related challenges and brainstorm solutions.

Throughout the month of November, current DEI Commission members and the Select Board will be interviewing new candidates for the commission which will take effect on December 1st. I look forward to seeing the contributions of the new DEI Commission, and I thank all members – past, present, and future – for their work and commitment to making Sudbury a place where all can feel welcome and a sense of belonging.

# *Duran Addresses Sustainability and ADA Transition Plan*

**BY LISA KOUCHAKDJIAN, SELECT BOARD**

Building community and making proactive change is something our new Combined Facilities Director Sandra Duran is accustomed to. The Combined Facilities Director role encompasses work for both the Town of Sudbury and Sudbury Public Schools. Sandra comes to Sudbury from her most recent roles as Director of Facilities at the St. Mark's School in Southborough, Massachusetts and The Perkins School for the Blind in Watertown, Massachusetts. Her career and lifetime experience position her very well to tackle two key issues facing our community, Sustainability and creating a more inclusive Sudbury for all residents through compliance with the Americans with Disabilities Act (ADA).

At Town Meeting in May, our community overwhelmingly voted to dedicate funds to hire a sustainability director through passage of Article 58. The Administration is currently in the process of hiring an individual to fulfill this role.

In 2020, the Town of Sudbury retained the Institute for Human Centered Design (IHCD) to conduct its ADA self-assessment. This self-assessment reviews all publicly owned assets in the town that are subject to Title II of the ADA. Three categories of assets evaluated include Sudbury Public Schools, Open Space and our town buildings. In July of 2021, IHCD provided its final Transition Plan to the Town of Sudbury which provides specific recommendations regarding areas that need to be addressed. In subsequent Select Board Newsletter articles, I expect to do a deeper dive into each section of the Transition Plan. The Transition Plan can be found here:

<https://sudbury.ma.us/disability/2022/01/10/ada-self-evaluation-and-transition-plan/>



## *Sustainability and ADA Transition Plan, Cont.*

Recently, I had the opportunity to sit down with Sandra and talk with her about both important topics. During our meeting, Sandra shared her commitment to advancing efforts to stop climate change. Sandra stated it is critically important that everyone be involved in this work. Efforts that we make here in Sudbury by supporting renewable energy will help to offset the negative consequences posed by climate change. Sandra believes we have a lot of opportunity and potential to improve our sustainability efforts in the maintenance of our properties and in the renovation and construction of new facilities. There will also be opportunity in the future to add green vehicles.

Similarly, as it pertains to the ADA Transition Plan, Sandra knows our community can make a difference to improve peoples' lives if we

provide access for everyone so that young and old alike can gather together. Universal access is something Sandra considers in every project. Like improving our sustainability, Sandra believes there are efficient ways to bring improvements pursuant to the ADA as we maintain our facilities and assets. Opportunity also exists when we build new structures. One example of such an improvement is the new Fairbank Community Center. At the same time that we provide a new space for our user groups, we also have the opportunity to construct a facility that will be compliant with the ADA and provide access to the building and services our community members deserve.

There is a lot to look forward to in Sudbury especially when we have skilled and qualified leaders like Sandra moving us forward.

