

## **Diversity, Equity & Inclusion Steering Committee**

Meeting Location: Remote Zoom Meeting

Day & Date of Meeting: Monday, June 14, 2021 Time: 7:00 pm

TOWN CLERK  
2021 JUL 21 AM 10:05  
DUXBURY, MASS.

***Date Minutes Approved:*** Tuesday, July 21st

### **Committee Members Present:**

- Town Selectman: Fernando Guitart
- Town HR: Jeannie Horne
- Planning Department: Valerie Massard
- Interfaith Council: Rev. Catherine Cullen
- Council of Aging: Joanne Moore
- Duxbury Public Schools: Danielle Klingaman
- DPS School Committee: Shannon Moesaa
- Duxbury Police Department: Sgt. Friend Weiler
- Duxbury for All Representative: Karen Wong
- Town Volunteers:
  - Sandy See
  - Mark Prince
  - Caitlan Sheehan

### **Committee Members Absent:**

- Library Trustee: Martha Dennison - Absent

### **Agenda:**

- Call to Order - Reading of Preamble
  - Selectman Guitart reads preambles and states meeting is being recorded: *Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, and the Governor's March 15, 2020 Order imposing strict limitation on the number of people that may gather in one place, the Town of Duxbury's Board and/or Committee meetings will be conducted via remote participation to the greatest extent possible with members. No in-person attendance of members of the public will be permitted. Every effort will be made to ensure that the public can adequately access the proceedings to the best of our technical abilities; and despite our best efforts due to lack of technical infrastructure, a transcript or other comprehensive record of proceedings will be available as soon as possible after the meeting.*
    - Recognizes meeting needs to be effective, efficient, and respect everyone's time

- Election of Chair, Vice Chair and Clerk
  - Rev. Cullen nominates Fernando Guitart as Chair, Mr. See seconds
    - Roll Call Vote: Mr. Guitart-Aye; Ms. Horne-Aye; Ms. Massard-Abstained; Rev. Cullen-Aye; Ms. Moore-Aye; Dr. Klingaman-Abstained; Ms. Moesaa-Aye; Sgt. Weiler-Aye; Ms. Wong-Abstained; Mr. See-Aye; Mr. Prince-Aye; Ms. Sheehan-Aye
  - Mr. See nominates Jeannie Horne as Vice Chair, Rev. Cullen seconds
    - Roll Call Vote: Mr. Guitart-Aye; Ms. Horne-Aye; Ms. Massard-Abstained; Rev. Cullen-Aye; Ms. Moore-Aye; Dr. Klingaman-Abstained; Ms. Moesaa-Aye; Sgt. Weiler-Aye; Ms. Wong-Abstained; Mr. See-Aye; Mr. Prince-Aye; Ms. Sheehan-Aye
  - Mr. Guitart nominates Caitlan Sheehan as Clerk, Rev. Cullen seconds
    - Roll Call Vote: Mr. Guitart-Aye; Ms. Horne-Aye; Ms. Massard-Abstained; Rev. Cullen-Aye; Ms. Moore-Aye; Dr. Klingaman-Abstained; Ms. Moesaa-Aye; Sgt. Weiler-Aye; Ms. Wong-Abstained; Mr. See-Aye; Mr. Prince-Aye; Ms. Sheehan-Aye
  
- Introductions
  - Each member introduces themselves with one interesting fact about themselves
  
- Context and Alignment on the Goals and Objectives of the Diversity Equity & Inclusion Summit
  - Start working and planning for the DEI Summit; essential to have a common alignment
    - Goal: to host and facilitate a town-wide DEI Summit this coming fall; set this up, facilitate it, and make it a memorable event and experience
      - Investment and reflection on challenging period nationally; reckoning towards racism and equality
        - Reflected locally; DPS events exasperated and brought impetus
        - We as a community locally have responded and our taking action in response to national and local events
          - BoS Proclamation; commitment to ensuring town is safe, welcoming community that embraces DEI
          - This meeting today is a first step in making that proclamation come alive
      - Build upon community endeavors that are already happening
        - re: Sandy's Clipper proclamation
        - DPS, DFL active in this are in terms of education initiatives

- DBMS has an outreach program to provide access
- Race Amity, Interfaith Council, Stand Up Duxbury, Duxbury for All
- Police department involved as well as non-govt and non-profits
- DRHS - uncovering past history and bringing to our forefront
- Objective: What are we as a community doing, what are we not doing
  - Summit is opportunity to harness activity, leadership
    - Bring efforts together and energy together to truly move the needle forward using the current momentum
- Feedback from members:
  - SS: Very well stated; important to note that leadership on this issue is coming from the top, from BoS; often that is not the case
    - Accentuates this is a big undertaking and needs to speak to the values of our community
    - Not starting something but capturing the momentum that already currently exists
  - FG: Does objective seem attainable?
    - JH: Yes; some of the work is being done already
      - Building from a place of learning and understanding but have a strong foundation
      - Should we consider some required reading? We all bring expertise but some have more than others, do we leverage or need to equalize?
  - MP: Goal is to host and facilitate town-wide DEI event; outcome is to understand what we are doing and not doing - How do these align?
    - FG: Groups are taking action and making a difference; level of activity so the first step is to understand the work going on (what is it? Get a sense of where we are); then through all this good work, perhaps there are pieces missing
      - Paint a picture of what's going on and what we need to do
      - MP: host and facilitate a conceptual framework where we place folks into different categories then step back and take a look at what we are doing

- CC: BoS statement is rich but there is a possibility that we don't live these words; summit is opportunity for town orgs to come and discuss how to make the statement real; expect summit will allow for creative thoughts to spark and discuss possibilities
- JH: break out BoS - understand, address, and enact changes; goal is that the diverse groups of Dux are on the same page and connected
- FG: Potential to repeat summit to check in on progress and see what resources groups need; community wide approach
  - It's the BoS proclamation; how do we get the greater community to own it?
- SS: granular action words; for example move away from work proclamation and move to commitment
  - Invited to join a commitment
- DK: From DPS, prioritized DEI in our school community
  - Is it possible to bring in the viewpoint to bring in those who don't believe this is a number one priority? How do we respect all voices? Alternative viewpoints to come to a community consensus
- FG: All must be included; voices need to be heard
- JH: who, what, where, when, and how of summit
  - BoS Proclamation becomes mission/commitment
- FG: first step as committee to be sure all aligned and on the same page
- SM: understand goal, makes good sense, big undertaking but looking forward to the work
- KW: appreciate DK's point; the group is a diverse cross-section of community, however, the greater community has discord and the way forward is to try to include all voices in summit
- MP: Large undertaking; the more conversations we have, the close we will get to developing meaning

- How do we as a body form norm and storm as we look ahead to the work down the road?
  - JM: Looking forward to next steps but this is an ongoing process and we don't leave unfinished business on the table; whole community involved
  - FW: Agree with JM; maintenance and follow-through; have the biggest impact as possible, including all voices
    - Present to all, understand all perspectives, include the critical voices
    - Model positive behavior for our young adults in the community
  - CS: Meaning-making is crucial to develop a community backed endeavor; has to start with a respectful conversation even when, and especially when, we disagree
  - DK: Using language that entire community can get behind; build collaboration not divisiveness to get at our fundamental values
  - VM: Sounds like we are making headway and this sounds consistent with committee goals, objectives
- Next Steps
  - BoS: Adopted on Feb 1; adopted again on March 29
    - Share proclamation with all boards and committees; this has been done
      - Originally wanted each board/committee adopt, but instead all boards/committees/dept heads understand the proclamation
      - Posted and distributed to all
        - This was first step, now turning these words into action
  - Next meeting will discuss the who, what, where, when, and most importantly how of summit
  - Next Meeting: Monday, 7pm
    - Depending on Gov. Baker legislature; need physical quorum (7 people) then six can join remotely; FG will keep us updated
    - JM: can make two rooms available at Senior Center if folks are more comfortable in smaller groups
- Adjournment

- Rev. Cullen moved that at approximately 8PM, the DEI Committee adjourned;  
Seconded by Mr. See
- Roll Call Vote: Mr. Guitart-Aye; Ms. Horne-Aye; Ms. Massard-Abstained; Rev.  
Cullen-Aye; Ms. Moore-Aye; Dr. Klingaman-Abstained; Ms. Moesaa-Aye; Sgt.  
Weiler-Aye; Ms. Wong-Abstained; Mr. See-Aye; Mr. Prince-Aye; Ms.  
Sheehan-Aye

*Minutes submitted by Caitlan Sheehan*