

DRAFT

Inclusion, Diversity, Equity and Anti-Racism (IDEA) Committee

7:00 PM Tuesday, March 7, 2023

Virtual Meeting via Zoom videoconference

<https://zoom.us/j/95502834166?pwd=aEwydU4xRVZHYkdNcldZOGdlZk1iQT09>

Meeting ID: 955 0283 4166; Passcode: 273748

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, as further extended on July 16, 2022 by the Governor's signing of the Acts of 2022, this meeting of the Inclusion, Diversity, Equity & Anti-racism (IDEA) Committee will be conducted as a virtual meeting, providing the public the opportunity to participate remotely.

Specific information and the general guidelines for remote participation by members of the public and/or parties with a right and/or requirement to attend this meeting can be found on the Town of Lincoln website, at www.lincolntown.org.

PRESENT: Jennifer Glass, Rob Stringer, co-chairs; Tim Higgins, Ken Hurd, Russell Kramp, Abigail Butt, Becky McFall, Margaret McLaughlin, Dan Pereira, Abbey Salon, Lincoln WIDE liaison; Barbara Myles, Melissa Roderick, Lincoln Public Library liaisons; Becca Fasciano, Conservation Commission liaison.

ABSENT: Gray Birchby, Kristen Ferris, Susan Taylor, members; Rakesh Karmacharya, Housing Commission liaison; Ian Spencer, Public Safety liaison.

WELCOME AND ANNOUNCEMENTS

Co-Chair Rob Stringer welcomed the group and had members introduce themselves to Becca Fasciano, newly joining IDEA as liaison from the Conservation Commission.

UPDATE ON STAFF AND BOARDS SURVEY

Dan Pereira provided an update on the survey of staff and board representatives conducted by Elite Research/Racial Equity Group. His conversation with Bird Guess, principal of REG, indicated that by the end of the week of 3/5 they will be able to schedule a time for us to discuss preliminary results from the data collection. A possible meeting time for the discussion might be the next scheduled meeting of IDEA on April 4. The group had an extended discussion about what sort of data, if any, could be shared with the Town at this stage. Russell Kramp asked if the data would be in a digestible form. Dan Pereira pointed out that before releasing any information we would want to be sure that we are not compromising confidentiality. A further question that was discussed was how any release of data at this point might affect further data collection when the community survey is rolled out. Becky McFall cautioned against sharing raw data without extensive discussion about how best to present it. Tim Higgins concurred that we needed time to think it over after we receive the data from the consultants. He argued that Town staff should be given access to findings from the survey before a release to the public, because staff were the primary respondents to the first survey. Rob Stringer suggested that we plan to lean on the experience of our consultants in deciding how to present the data.

DISCUSSION OF FEBRUARY 16 PUBLIC FORUM

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IDEA sponsored a public forum with presentations by the consultants on February 16, 2023. The event was in hybrid format with about 20 in-person participants and another 20 on Zoom. The technical challenges of a hybrid event were noted as well as the need to keep improving for future such events. Participants attending remotely interacted using the Padlet application through which they typed their response to prompts in a common application space. The question was raised as to what to do with the data collected in this manner, and the consensus was that it should be provided to the consultants for further interpretation. Russell Kramp suggested that IDEA sponsor additional public forums, perhaps organizing one or more events using the committee's own resources or, as Rob Stringer suggested, getting funding to hire a facilitator. Becky McFall and others agreed that lack of facilitator training could make such a session backfire. Becky McFall suggested that right now we are still in the "needs assessment" stage of our project and an additional public forum might be premature; she noted that the consultants could help the group decide when the best time was to come back to talk with the Town. Tim Higgins noted that we needed to be sure we have good community input before the consultants issue their final recommendations.

UPDATE ON TRAINING SESSIONS

Two training sessions, one in person and another virtual, have been held to date. Tim Higgins reported that the feedback from staff who attended the sessions was very positive. They felt the training was worthwhile, and described the facilitation as knowledgeable and non-threatening. The virtual version of the training offered opportunities to discuss issues with new people, and some of the breakout group sessions would have happily continued as staff were exposed to new and different perspectives. Slides from the two training sessions are now on the IDEA website.

PREPARATION FOR COMMUNITY SURVEY

Dan Pereira reported that IDEA had not received an updated version of the planned community survey but he expected the survey would be ready to field in April. Rob Stringer noted that we were still well within the timeline for the project.

APPROVE MINUTES FROM FEBRUARY 3 2023 MEETING

Jennifer Glass moved, and Rob Stringer seconded the motion that the minutes from the February 3, 2023, meeting be approved. The Committee voted unanimously by roll call vote to approve the minutes: Glass, aye; Higgins, aye; Ken Hurd, aye; Russell Kramp, aye; Abigail Butt, aye; Becky McFall, aye; Margaret McLaughlin, aye; Stringer, aye.

OTHER BUSINESS

Tim Higgins mentioned that he plans to keep IDEA informed of activities and plans of the staff diversity committee. Jennifer Glass mentioned that MAGIC and other regional planning committees might be a useful resource down the line for policy discussions. Ken Hurd reminded everybody to check out the AIDE 21-Day Challenge; all IDEA members indicated that they were participating. Rob Stringer provided a link to learn more about the creative work youth are doing in the DEIA space:

<https://www.youtube.com/watch?v=w6qRQVxxENc&t=1210s>

NEXT MEETING

The next meeting of IDEA will be Tuesday, April 4, 2023.

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ADJOURNMENT AT APPROXIMATELY 8:00 PM

Rob Stringer moved and Jennifer Glass seconded the motion that the meeting be adjourned. The motion was approved unanimously by roll call vote: Glass, aye; Higgins, aye; Ken Hurd, aye; Russell Kramp, aye; Abigail Butt, aye; Becky McFall, aye; Margaret McLaughlin, aye; Stringer, aye.

Respectfully submitted,

Margaret McLaughlin, Committee Member