

**Inclusion, Diversity, Equity and Anti-Racism (IDEA) Committee**  
**7:00 PM Tuesday, MAY 2, 2023**  
**Virtual Meeting via Zoom**

Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, as further extended most recently by Governor Healey's March 29, 2023 signing of a bill extending said authorization to March 31, 2025, 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.

PRESENT: Jennifer Glass; Rob Stringer; co-chairs; Gray Birchby; Abigail Butt; Tim Higgins; Ken Hurd; Russell Kramp; Becky McFall; Margaret McLaughlin; Susan Taylor; Melissa Roderick, Lincoln Public Library liaison.

ALSO PRESENT: Dan Pereira, Assistant Town Administrator; Jessica Packineau, Lincoln WIDE liaison; Lenka Zbruz, resident.

ABSENT: Kristen Ferris, member; Ian Spencer, Public Safety liaison.

This consultants from Racial Equity Group/Elite Research (REG/ER) were not present at this meeting.

#### WELCOME AND ANNOUNCEMENTS

Jennifer Glass opened the meeting noting that the meeting is being held virtually in accordance with Governor Healey's extension of the order suspending certain provisions of the Open Meeting Law until March 31, 2025.

#### TIMELINE UPDATE – Tim Higgins

- April was an active month: results of the staff/volunteer board survey have been compiled and may “prompt us to think in healthy ways.” Results will be announced later in order not to influence the ongoing community survey.
- Community survey is launched and will be open until June 1. Postcards going out to every household. Announcements on LincolnTalk, The Squirrel, Bemis newsletter, town website.
- Staff and volunteer board trainings scheduled for May.
- Focus groups scheduled for May 15 and 16.
- REG/Elite will draft an action plan over the summer.

Tim said the draft plan would go before the public at an all-town charrette planned for September 30. October will give time to contemplate feedback and finalize a plan for voter approval at a Special Town Meeting.

NEXT MEETING: Due a conflict with a scheduled Housing Choice Act forum on June 6, Jennifer proposed, and the group agreed to move IDEA's next meeting to June 27 when survey results may be available.

#### PROMOTING SURVEY

Jennifer called on committee members to commit to promote the community survey in specific media and events. More than a dozen outlets were claimed ranging from posting QR code links on the walls of the high school to distributing flyers at events and gathering places to adding announcements in printed and online newsletters.

REG will evaluate the online responses. Paper responses may have to be entered by committee members by hand.

Language barriers to accessing the English-only survey raised concern that significant voices in town may be missed. Other concerns were for reaching people who are considering moving to Lincoln and for reaching a broad age range, including children and elders without smart phones.

#### SEPTEMBER 30 ALL-TOWN CHARRETTE PLANS

Jennifer outlined the Select Board's proposal to devote the last Saturday in September to an all-town meeting in which all residents are invited to become informed, discuss issues and provide feedback for four major projects that will come before voters either at a Special Town Meeting later in the fall or at the 2024 Annual Town Meeting. The four projects are:

- IDEA Action Plan
- Compliance with the state Housing Choice Act
- Climate Action Plan
- New Community Center Building

Each project committee will prepare a 45-minute presentation and interactive community engagement workshop, then repeat it four times giving each resident an opportunity to attend all four over the course of the day.

Jennifer said the Board is working with the Parks & Recreation Department to help make the day fun and engaging with babysitting, children's games, and community lunch.

#### INVITATION TO HOUSING CHOICE ACT FORUMS

Jennifer invited IDEA members to attend one of the HCA information and feedback sessions June 6, June 16 and/or June 20.

MINUTES: Rob Stringer moved and Gray Birchby seconded approving the meeting minutes of March 7 and April 4. Both were approved unanimously by roll call vote (with two abstentions.)

ADJOURNMENT: Jennifer moved, and Rob Stringer seconded adjournment at 7:55 PM. Motion was approved unanimously by roll call vote.

Respectfully submitted,  
Susan Hands Taylor