

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

February 3, 2026, 7:00 PM

VIRTUAL via Zoom

PRESENT: Jennifer Glass, Rob Stringer, co-chairs; Gray Birchby, Naila Karamally, Russell Kramp, Margaret McLaughlin, Albert Uriah Turner, members; Alison Armstrong, liaison, Lincoln Public Library; Abigail Butt, Council and Aging and Human Services; Becca Fasciano, liaison, Conservation Commission; Torrance Lewis, Assistant Superintendent, Lincoln Public Schools; Terry Perlmutter, liaison, Housing Commission.

ABSENT: Emily Qing He; Tim Higgins, Town Administrator; Ian Spencer, liaison, Public Safety.

ALSO PRESENT: Lakshmi David, Reggie Gibson, Beckett Mount.

WELCOME: Jennifer Glass opened the meeting at 7:00 noting that the meeting is virtual pursuant to the extension of the remote meeting authorization of the Open Meeting Law through June 30, 2027, under Chapter 2 of the Acts of 2025
She welcomed members and guests.

Poetry – Reggie Gibson, MA Poet Laureate, joined the Committee to talk about the idea of poetry writing with the seniors in our community. We connected him with the Council on Aging & Human Services (COA&HS), the town Library, and the First Parish, all of which might be interested in collaborating.

Annual Report – Approve the IDEA Committee report to be included in the Annual Report in preparation for Town Meeting. Jennifer presented the draft report. There were no edits.

VOTE: Russell moved to approve the IDEA Committee annual report. Rob seconded the motion and it was approved unanimously by roll call vote: Birchby, aye; Glass, aye; Karamally, aye; McLaughlin, aye; Salon, aye; Stringer, aye; Armstrong, concur; Butt, concur; Lewis, concur.

January Chairs Meeting – Jennifer reported that during the Chairs meeting, she received feedback that the Newcomer’s party was helpful for building community. The Committee discussed whether to organize a similar event for early 2027 and agreed that it would be a good idea to work with the COA&HS, Parks & Recreation, and LEAP to host an event in conjunction with the opening of the new Community Center.

Constitution Day – The Committee discussed the idea of connecting with the Sudbury Diversity Committee to see if they would like to co-sponsor a reading of the Constitution on Constitution Day (September 17th). Rob and Jennifer will meet with the Sudbury Committee.

Next Steps – After discussion, the Committee agreed to talk about a draft set of framing questions to bring to other town boards and committees. The purpose would be to provide an equity-based set of questions for boards/committee to use when creating or implementing policies.

Minutes – Terry moved to approve the minutes of December 2, 2025 as presented. The motion was seconded by Albert, and approved unanimously by roll call vote: Birchby, aye; Glass, aye; Karamally, aye; McLaughlin, aye; Salon, aye; Stringer, aye; Armstrong, concur; Butt, concur; Lewis, concur.

Adjournment – Gray moved to adjourn the meeting. Terry seconded the motion which was unanimously approved by roll call vote: Birchby, aye; Glass, aye; Karamally, aye; McLaughlin, aye; Salon, aye; Stringer, aye; Armstrong, concur; Butt, concur; Lewis, concur.

The meeting adjourned at approximately 9:00pm.

Respectfully submitted,

Russell Kramp