

IDEA Initiative
Public Meeting via Zoom
Wednesday 9 June 2021; 4:00pm
<https://zoom.us/j/95502834166?pwd=aEwydU4xRVZHYkdNcldZOGdIZk1iQT09>

Present: Gray Birchby, Jennifer Glass, Margit Griffith (minutes), Jen James, Russell Kramp, Margaret McLaughlin, Abbey Salon, Deborah Wallace – Becky McFall, LPS Superintendent; Susan Taylor, School Committee liaison; Abigail Butt, ex officio; Tim Higgins, ex officio

Absent: Ian Spencer, LPD liaison; Carole Kasper, Food Project liaison

Welcome and Agenda Review: Jennifer Glass and Jen James.

Jennifer Glass noted that the meeting was being held virtually in accordance with Governor Baker's emergency order of March 12, 2020. Jen James led the group in team building exercises. Individuals each shared with the whole group their paths which brought them to this work and this group.

Review of Group Norms: Two documents were shared and reviewed which list ways in which groups come together which are supportive to individuals and the group process.

- “Guidelines for Effective Cross-Cultural Dialogue” (GECCD) - <https://fusn.org/wp-content/uploads/2017/01/Guidelines-for-Effective-Cross-Cultural-Dialogue.doc-1.pdf>
- CARAT training sessions sponsored by WIDE - (https://1drv.ms/p/s!AIYG_xKmLfXIHJjw3PN8w1cpXXk)

As part of the discussion, individuals suggested additional norms – a draft of these are included for further discussion at the next meeting. In addition to the GECCD as listed these might include...

- As an addition to GECCD norm #4 (Practice self-focus)... Don't look to others nor an individual to be or act as a representative of a particular group.
- As an addition to GECCD norm #5 (Notice both process and content)... Notice the time each person has had to speak, and who may not have had a chance, or much of a chance, to be heard.
- We agree to challenge each other to move forward in personal growth and in advancing the outcomes of this group.
- We agree to refrain from using statements which stifle conversation or limit expected outcomes of our work (ex. “we tried that” “the community will never accept that”).
- There is an expectation of consistency. Attendance, punctuality, being prepared (readings, research, etc.), and remaining a part of the group until the work is complete are essential to success.
- Use of “OUCH” - if someone hears something which is hurtful, that individual may say “ouch” to pause the conversation and talk about the hurtful words or actions to clarify, correct and repair what happened... (possible link to GECCD #3: It's not OK to blame, shame or attack others?)
 - Ow!... what you said or did hurt me!
 - Uh-oh. Sounds like I did something wrong, will you please let me know?
 - Can you understand/refrain from/stop/ ____ . This is how it impacts me...
 - Holy smokes! I didn't mean to hurt you. Thank you for letting me know. I'll do better.
- We agree that understanding is not agreeing. (possible link to GECCD #2: It's OK to not Agree)

Review and Approval of Minutes: The minutes from the May 26th meeting were reviewed and approved... Jennifer Glass made the motion, Susan Taylor seconded, *vote was unanimous*.

Next Steps: Jen James and Abbey Salon will plan the next meeting. The desire to get into this work was expressed by many with the acknowledgment that there is still formative work to be done. At the next meeting, agenda items will likely include...

- Revising to final draft and adopting an agreement of group norms, or movement in this process.
- A decision to continue with volunteers planning the next meeting (more informal) OR choosing co-chairs or a chairperson to oversee meetings
- Identify short-term action items
- Review a summary of the Select Board's sessions with the town which resulted in IDEA being formed (possibly answering the question, "What did they think we were going to be doing?" and/or "What does Lincoln need re: IDEA?")...
- ... and – individual group members share what they think they signed up for. "Who do we think we are?" "What are we doing here?"

Next Meeting: Jen James will send a Doodle Poll to find a meeting date and time for the next gathering. Margit Griffith suggested that each meeting begin with a short reading to help set an inspirational tone (she will go first – perhaps we can set the expectation that the person who takes the minutes opens the next meeting with a reading?)

Adjournment: Meeting was adjourned at 5:36pm.

Minutes respectfully submitted by Margit Griffith