

MEETING MINUTES - NOVEMBER 9, 2021

DIVERSITY & INCLUSION COMMITTEE

Voting members: Nakeya Miller, Priscilla Casna, Robert-Thomas Duclersaint, Tracey O' Keefe, William Watkins, Amie Pierce. Dawn Hadley, Trinidad Carney

Others in attendance: Emily Martin

AGENDA

Housekeeping:

- **Brief review of Robert Rules of Order**
- **Meeting Minutes approved**
- **Updates on ex-officio members**
 - o Motion to discuss School Liaison:
 - Committee agreed with suggestion of selecting a liaison to the high school
 - RT nominates himself
 - Committee agrees, unanimously
 - o Motion for Mr Hanley to include us on all correspondence re: ex-officio
 - Point of information: Can we send to D&I committee email?
 - Yes, and we should also set-up gmail account for all D&I members to access. Current town email access limited to Chairs and Clerk
 - Using personal email opens you up to subpoenas
- **Nomination for new voting member and alternate**
 - o What is the process:
 - We can nominate an alternate to be a voting member
 - Select Board will select new alternate from noms/vols
 - o Amie – Point of Info: Who is the conflict of interest coming from re: WW?
 - WW: He does not see a conflict of interest but stepping down allows someone else to serve on the board. This will be a great way to diversify the voices at the table.
 - o Amie nominates alternate Tracy O'Keefe as new voting member
 - o Motion to ballot vote tonight
 - Unanimous
 - Dawn nominates herself.
 - Results are 4 to 1 on electing Tracy O'Keefe as new voting member
 - o Motion for correspondence to be sent out and submitted by next meeting for new alternate
 - RT point of info: Should we reach out to original volunteers?
 - Emily – has two applications of people

- Motion to put our new member post in 48 hrs
 - Unanimous
- o Motion to receive all noms in 2 weeks
 - Unanimous
- o Motion to hold additional meeting before 12/14 to discuss noms
 - Unanimous
 - TC will solicit doodle availability for 2 weeks from now for special meeting
- o Point of Info: Do we need a code of conduct?
- o Motion to adopt code of conduct for meeting attendance from Robert rules of Order

- **D&I Organizational Roles:**

- o Event coordinator
- o Policy consultant
- o Stats and community mapping lead
- o Liaison to 150 Celebration Committee
- o Liaison to Suicide Prevention Program

- **Motion to discuss the roles: approved**

- o Motion to make liaison 150 celebration committee member and event coordinator
 - Vote did not pass unanimously, 4 to 1
 - NM – concerns about overloading
 - Motion withdrawn
- o Policy consultant: We had discussed policy to be a part of the committee work and this person would provide insight and understanding on policy matters.
 - Is it appropriate for us to discuss roles and policy without having an official charge?
 - We can table many but the need for an event liason is time sensitive.
- o Motion to make NM point of contact for event related activities w/support from committee on logistics and planning
 - Suspend the motion for discussion: amend the motion that NM only nominated for 3 months or a better understanding on her responsibilities and what will that look like long-term
 - NM – understands the role of coordinator as the one who coordinates the logistics, delegates the task.
- o Amended – be coordinator
 - Unanimous past
- o Motion to table the policy role
 - Unanimous
- o Motion to table the mapping
 - Unanimous
- o Motion to table suicide prevention program liaison

- Unanimous

- **Comments from the Public**

WW:

- Calls out spelling of zoom profile - Is it D&I committee or DAI?
- Why aren't the member on the website?
- What is going on with the audio? Public can't hear
- PDF wasn't clickable on agenda
- A Select Board member should be present
- **Action Items:**
 - Review and discuss D&I Charge draft changes
 - o Accept changes based on TC notes
 - o Match mission and charge
 - Discuss Native American History Month
 - o Next year probably better
 - o Not Columbus day change to indigenous peoples day
 - o TC will reach out to Cultural Council and Historical Society
 - Set future meeting schedule
 - o Next meeting agenda schedule to discuss Indigenous People's day

Action items:

- Follow up with Mr. Hanley re: cc on ex-officio
- Follow up with TA re noms in 2 weeks for DI review
 - o Double check noms call posted in 48 hours
- Do outreach to local chaplains for ex-officio
 - o EM will send mailing list