

DIVERSITY, EQUITY & INCLUSION COMMISSION MINUTES
7:00pm THURSDAY 29 SEPTEMBER 2022

Present:

X	David Martin, Chair		Nathan Cookson, Clerk
X	Diane Randolph Jones, Vice Chair		Sunanda Pepalla
X	Julie Pierce Onos	X	Lingya Zhou
X	Sandra Hinds		
X	Melissa Kaplan Morse		

I. Regular Business

Called to order at 7:04.

1. Notes from the chair

David noted that the VCC sent several new applicants for the DEIC. The Select Board will be voting on those appointments next Monday 03 October.

II. Special Business

1. DEI Director hiring status

David reported that the town received a number of applications for the DEI Director position and that the town had asked a handful of them to come in for interviews.

2. Discussion of recent high school lock-down incident

The Commission discussed the recent lockdown incident at the high school.

- The Commission acknowledged the trauma on the 6 Black students, who were questioned, and their families.
- There were questions as to whether sufficient policies in place to deal with such an incident.
- Members said that communication during and immediately after the incident was inadequate and incomplete. Members also noted that follow up communication was not available to the entire community.
- Town communication didn't fully acknowledge important details of the issue. It would be good for the town to have some sort of reflection on whether police response was optimal.

The Commission decided to produce statements for the lock-down incident, and for the swastika incident that happened at the first day of school. Julie agreed to draft a statement about the lock-down and Makena agreed to draft a statement about the

swastika. The Commission will hold a special meeting on Thursday 06 October to discuss at least the lock-down statement.

3. Discuss process for selecting a new chair, vice-chair

The Commission agreed to select new officers during its next regularly-scheduled meeting. Commission members preferred co-chairs to a chair and vice chair.

4. Institute regular meeting schedule going forward

Commission members decided that regular meetings would be the last Thursday of each month with a combined November-December meeting in early December and a combined July-August meeting, schedule depending on member's schedules.

III. Closing Items

1. Approve minutes from previous meetings.

Sandra moved and Diane seconded to approve the minutes of 28 July. The motion passed unanimously.

2. Confirm future meetings and calendar events.

The Commission will hold its next regularly scheduled meeting on Thursday 27 October in addition to the special meeting on Thursday 06 October.

3. Adjourn

Diane moved and Julie seconded to adjourn. The motion passed unanimously.

Adjourned at 8:27.