

Canton Diversity Equity and Inclusion Committee

Meeting Minutes

October 19, 2020, 6:00 pm

Recorded Zoom on-line meeting

The following were in attendance:

CDEIC members: Naomi Akan, Julie Beckham, Emily Bhatti, Darren Bouwmeester, Cynthia Holcombe, Sasha Martone, Amy Peterson, Alan Rapoport, Stephanie Simeon, Sheryl Wagner

Community Members: Jennifer Caplain, Emily Neuman

1. The meeting came to order on or around 6:00 pm. It was noted by Cynthia Holcombe that because of the open law, we needed to submit our agenda 48 hours, or two business days in advance of our meeting. Since we did not meet this requirement, we will not be able to take any binding votes in this meeting.
2. Welcome and Quick Introductions: Each person introduced themselves, sharing about their background, professions, time in the community and interest in diversity, equity and inclusion.
3. There was a reminder for those appointed to committee to review the conflict of interest law and complete the form and submit to the town clerk
4. Cynthia reviewed future meeting structure. We have thirteen members, including one police member and one school committee member, who have not yet been appointed. For future meetings, we need seven members present for quorum.

We need to determine the most convenient date and time to meet for future meetings. Monday at 6pm seemed a good day and time for most people, but some expressed that they might occasionally have conflicts. No decisions were made regarding future day or time of meeting. In the future, we will likely meet at least once per week, in addition to having subcommittee meetings.

Committee Structure: Chair, Co-Chair, Secretary, Treasurer.

The committee will need to nominate and vote on each position during a future meeting.

5. Several questions were raised about meeting procedure and the open meeting law.
 - a. Writing letters and sponsoring activities.
 - b. Can members meet to decide business outside of official CDEIC meetings

It was suggested that we review the open meeting law and have a list of questions for the town legal counsel.

6. There was a discussion of possible subcommittees. These subcommittees would be comprised of both CDEIC members, as well as members of the community.

For ideas about committees, we referenced our mission statement.

Possible future Committee Responsibilities:

- Community Outreach
- Educational Subcommittee
- Liaisoning with other community organizations, including, religious organizations, library, council on aging.
- Liaisoning with other town DEICs
- Liaisoning with Police/Schools
- Responding to issues that arise involving racism and hate

Stephanie Simeon remarked that we should encourage underrepresented/unrepresented people to participate through our committees.

7. Social Media. Emily Bhatti, reviewed that we have a Facebook Page. We will need a volunteer team of people to work with our social media presence and respond to people.

We may wish to have an Instagram Page and possibly post in Everything Canton. There will be a publicity effort, possibly through the community outreach committee.

Cynthia suggested that we reach out to Charlie Aspinwal, the Town Administrator, to get information on the town's social media policy.

8. Financials: Cynthia reviewed we will need to work with the town financial director when we start planning events.
9. Sasha Martone referenced diversity activities at the Galvin and shared that activities involving food can be helpful in introducing people to new cultures. She expressed an interest in pursuing an initiative in this area.
10. Meeting was adjourned at, or around 7:00 pm.