

DRAFT - Equity and Diversity Committee Meeting Minutes

May 14, 2021

Present: Patricia Fountain (facilitator), Sue Furry-Irish, Cate Cross, Kevin Unrath, Marcela Pino (note taker)

We didn't have quorum at the time of the meeting so it was clarify that we could can discuss, but not vote

Josh Flore comes in at 4:10. We now have quorum

- 1) Approval of the agenda: Josh moves and Sue seconds - Approved
- 2) Approval of minutes, Marcela moves, Josh second – Approved
- 3) Debrief of SB presentation
 - In summary, the ED Task Force was made a Town Committee for 30 days to create a process to include 2 town employees and more members
 - Kevin Unrath suggest that we already have 2 town employees (Josh and Sue)
 - Sue thinks that the group is not familiar with town processes and the application we are suggesting is too intimidating.
 - There is a discussion about what is appropriate and what is not for the application
 - Josh brings the fact that bringing diversity into the committee should be a goal (unlike other committees), and to achieve that we need an application
 - Cate says that having a different approach to bring people in can help to shake the system a little and make the application more accessible
 - Patricia points that we have taken notes from other towns and with the advice of people that have done it before, and that is why we are suggesting the application
 - Sue is concern that the process could be misinterpreted by others and emphasizes that it needs to be done very carefully
 - The big question for all is how to create a process that is inclusive
 - Sue in concern that the group is looking for perfection and that can hindered the beginning of real work
 - Marcela points out that we are not looking for perfection, just representation from the community we want to serve
- 4) Changes to the Remit
 - The group is not clear whether Josh and Sue can vote as town members.
 - We recommend taking up the changes. We want to wait until the rest of the group is present to vote and also clarify who can vote
- 5) Membership process
 - We recommend dedicating next meeting to this issue.
 - Next meeting: Friday 21 at 4 pm
 - Cate recommends to name someone from the committee as point of contact so Town or others can contact the committee
- 6) Discussion about current members and people that were suggested by the SB
 - Marcela: we can benefit from Sean and Kevin as part of the group
 - Sue: This people are very committed to the work (Sean and Kevin)
 - Josh and Cate: it would be good to understand why Sean did not feel welcome.

- Cate: it is important that we have people representing themselves, not people that represent people we want to serve
- We recommend inviting both people to the next meeting
- We need to ask the town if Cate can facilitate meetings
- Sue will reach out to Kevin and Sean. Draft a message and send it to Josh for review

7) Agenda next meeting

- Vote changes for the Remit
- Discuss membership process
- Decide what to present to the May 25 SB meeting
- Sue and Josh will reach out to Kevin and Sean to invite them to next meeting
- Decide next steps for working sub groups
- Decide frequency of the meeting

Adjourned 5:08 pm