

DRAFT

Inclusion, Diversity, Equity and Anti-Racism (IDEA) Committee
7:00 PM Tuesday, February 7, 2023
Virtual Meeting via Zoom videoconference

Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, and the Governor's March 15, 2020 Order imposing strict limitation on the number of people that may gather in one place, as further extended on July 16, 2022 by the Governor's signing of the Acts of 2022, this meeting of the Inclusion, Diversity, Equity & Anti-racism (IDEA) Committee was conducted as a virtual meeting, providing the public the opportunity to remotely.

PRESENT: Jennifer Glass, Rob Stringer, co-chairs; Gray Birchby, Tim Higgins, Ken Hurd, Russell Kramp, Becky McFall, Margaret McLaughlin, Dan Pereira, Ian Spencer, Public Safety Liaison members; Abbey Salon, Lincoln WIDE liaison; Melissa Roderick, Lincoln Public Library liaison. Bird Guess, Consultant.

ABSENT: Abigail Butt, Kristen Ferris, members; Rakesh Karmacharya, Housing Commission liaison; Michael Dolan and Colleen Wilkins, co-chairs of Town Professional Staff DEI Committee.

WELCOME AND ANNOUNCEMENTS

Jennifer Glass opened the meeting to hear updates on 1) the Staff/Board Survey, 2) the School Department's 21 Day Equity Challenge, 3) the IDEA training program, 4) the February 16th Project Kick-off Meeting, and 5) the Community Survey draft.

STAFF/BOARD SURVEY

Bird reported that there were a total of 154 survey responses thus far (110 of which were fully completed). Bird intends to confer with Rene to determine how best to factor for the partially-complete surveys. Dan reported that approximately 480 surveys were distributed to approximately 250 board/committee members, and 130 staff members. Bird stated that a response rate of 20-25% is considered statistically valid. Dan will review the board/committee distribution list and confirm its accuracy. Bird and Rene will consider whether to leave the survey open for a few more days. REG will provide its initial survey assessment in two weeks +/- . REG is assuming that it will be asked to present survey findings to the Selects once IDEA has reviewed and provided feedback.

SCHOOL DEPARTMENT'S 21-DAY EQUITY CHALLENGE

Jennifer confirmed IDEA members' intentions to participate in the Challenge, and will advise the program organizers.

DRAFT

KICK-OFF MEETING

Preparations for the Kick-off Meeting are under way. The meeting is scheduled for Thursday evening, February 16th, 7-9 p.m. in the School Learning Commons – with remote participation option available. Jennifer and Rob are planning to provide a brief introduction and turn the meeting over to Bird and Rene. Jennifer shared a draft outline of the meeting introduction. Bird and Rene anticipate that their presentation will take approximately 60 minutes, and will include a summary of the project goals, approach, timeline and deliverables. Bird will send his slides to Jennifer to merge into the Committee's slide deck. The Committee suggested that an interactive session be added to the Kick-off meeting. Bird agreed to organize a breakout group session, with reports back and discussion by the full audience. Dan agreed to coordinate logistics and technology with the School Department.

TRAINING PROGRAM UPDATE

Dan reported that 25 Staff and Board members had enrolled in the 8-session program. Dan stated that he is awaiting responses from 14 others. Several IDEA Committee members expressed interest in participating and were added to Dan's enrollment list. Dan will be resending the Training Program syllabus listing the February 16th and March 1st Foundational training sessions, and the six others that will follow in the next few months.

COMMUNITY SURVEY

Bird thanked the Committee for its timely feedback on the initial draft. Bird reminded the Committee that unlike the Staff/Board survey which is tied to a specific scoring methodology limiting our ability to make adjustments, the Community Survey is not so restricted. After a brief discussion of other potential questions that might be added, the Committee agreed to ask Bird to circulate the next draft in advance of the next IDEA Committee meeting. The current schedule anticipates distribution of the Community Survey in April.

MINUTES

The Committee voted unanimously by roll call vote to approve the minutes of its January meeting.

NEXT MEETINGS

Thursday, February 16 Kick-off Meeting, 7 PM at the School Learning Commons.

DRAFT

ADJOURNMENT at 8:15 pm.

Becky McFall moved, and Rob seconded. Vote: Yes, unanimously.

Respectfully submitted,

Tim Higgins, Committee Member