

Inclusion, Diversity, Equity, and Anti-Racism (IDEA) Committee
Public Meeting; Virtual Meeting Format
Tuesday, April 4, 2023
6:00 p.m., via Zoom

<https://zoom.us/j/95502834166?pwd=aEwydU4xRVZHYkdNcldZOGdlZk1iQT09>
Meeting ID: 955 0283 4166; Passcode: 273748

Present: Jennifer Glass, co-Chair; Rob Stringer, co-Chair; Gray Birchby; Abigail Butt; Tim Higgins; Ken Hurd; Russell Kramp; Becky McFall (arrived 6:55pm); Ian Spencer; Susan Taylor (arrived 6:58); Becca Fasciano, liaison, Conservation Commission; Melissa Roderick, liaison, Library.

Absent: Margaret McLaughlin

Also Present: Sue Klem; Michael Frankston; Lenka Zbruz

Welcome: Jennifer Glass welcomed everyone and noted that the meeting is being conducted 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 with the Governor's signing of Chapter 107 of the Acts of 2022, this meeting of the Lincoln Select Board will be conducted as a hybrid meeting, providing the public the opportunity to participate in-person or remotely. Specific information and the general guidelines for remote participation by members of the public and/or parties with a right and/or requirement to attend this meeting can be found on the Town of Lincoln website, at www.lincolntown.org.

She asked all members to introduce themselves for the benefit of members of the public.

Climate Action Plan Input: Jennifer gave a brief overview of the development of the Climate Action Plan, noting that the members of Climate Action Lincoln and the consultant team have been working on reaching out to the community to gather ideas about climate adaptation and mitigation. She thanked Sue Klem for being at the meeting to listen and take notes. Members of the committee shared ideas about climate impacts such as extreme heat, more rodents and ticks, and loss of winter activities. Also concern about the cost of retrofitting homes and the cost impact on vulnerable populations.

Update on Staff and Boards Survey: Tim reported that there was a good response rate from staff, boards, and committees. In the analysis, anonymity must be protected while ensuring that voices are heard, and data is not diluted. Tim noted that the staff DEI committee was very helpful in encouraging people to fill out the survey. The results of the survey will be shared with the Committee at the May meeting.

Focus Groups: Six focus groups of 6-8 people are planned for May: 2 for elected officials; 2 for residents; 2 for employees.

Update on Training Sessions: Tim said that the remaining training sessions will be in May and June.

Preparation for Community Survey: The Committee reviewed the draft questions for the community survey and provided additional suggestions, which will be shared with Racial Equity Group. There was also discussion about ways to get survey responses from residents, visitors, etc. Ideas included a mailing; paper copies and QR codes posted in businesses, town buildings, on trails, etc.

At 6:45, Dan, Tim, and Abigail left to prepare for another meeting.

Approve minutes from March 7, 2023: The minutes were passed over until the next meeting.

Other Business: Jennifer shared the thinking behind the proposal to have this year's State of the Town Meeting early in the Fall on September 30th. The idea is to have a "town charrette" that allows residents to learn about and provide feedback about the four big initiatives currently underway in town: the work of the IDEA Committee; the Community Center; the Housing Choice Act Working Group; and the Climate Action Plan. Parks & Recreation is willing to help plan events for children so that parents can be involved more easily.

Adjournment: Jennifer made a motion to adjourn at 7:03pm. The motion was seconded by Rob and approved unanimously by roll call vote: Glass, aye; Stringer, aye; Birchby, aye; Hurd, aye; Kramp, aye; McFall, aye; Spencer, aye; Taylor, aye; Fasciano, aye; Roderick, aye.

Minutes respectfully submitted by Jennifer Glass