

DEI Commission Meeting  
7:30 pm – Wednesday, 23 December, 2020  
Virtual Meeting

X	David Martin, Chair	X	Sandra Hinds
X	Diane Randolph, Vice Chair	X	Odeviz Soto
	Nathan Cookson, Clerk	X	Dawn Wang
	Makena Muindi	X	Charmaine Williams
X	Sunanda Pepalla		Simon Li (Associate)
X	Leela Ramachandran		Julie Pierce Onos (Associate)
	Nassra Mgeni		

Meeting called to order at 19:30

**Regular Business**

**1. Notes from the chair:**

- a. Kyra Wilson Cook joining meeting

**Special Business**

**2. Discussion of racist School Committee incident**

- a. Kyra invited to speak first:
  - i. 3 facets to this: the incident itself, the town/community response, and then repercussions (including other families of color feeling unsafe)
  - ii. Appreciative of support from others in the aftermath
  - iii. Acton Board of Selectman (BoS) failed to center Kyra & Evelyn in their response, urgency was prioritized, the BoS statement did not name Evelyn and Kyra and did not meet Kyra's expectations, trivialized the attack
- b. Suggestions for future action: DEIC could make a statement, DEIC could recommend that Acton BoS edits their statement, to include the victims by name at minimum, implement/recommend bias incident reporting system so we can quantify events, DEIC could recommend that there be bias response protocol to avoid what Kyra and Evelyn are experiencing, implement anti-bias training for Acton BoS

- i. To potentially include in final report: Acton BoS to strengthen their policy against racism, include zero-tolerance
  - c. Kyra: there was erasure, lack of compassion, folks were unable to meet her as an elected peer, didn't make sure she was okay structurally and systemically
  - d. Some comments sent to ABRSD School Committee were also racist. The context is that there has been a string of racist speech and action. Incident was not isolated
  - e. DEIC drafted major themes/phrases to include in a statement re: this incident
  - f. Diane and Leela to draft statement, send to David for posting and CC other DEIC members
  - g. *Motion to designate Leela and Diane to write a statement based on DEIC conversation to be published on town website*
    - i. *Sandra moves, Odeviz seconds*
    - ii. *Approved unanimously*
- 3. Quick update on questionnaire**
- a. Acton Town Manager is mocking up survey so it will be ready when DEIC has final questions

### **Closing Items**

- 4. Approve minutes from previous meetings**
- a. Edit to remove John Mangiaratti's name from attendance list
  - b. *Motion to approve minutes from Dec. 10, 2020 meeting as amended*
    - i. *Leela moves, Sunanda seconds*
    - ii. *Approved unanimously*
- 5. Confirm future meetings and calendar events**
- a. Previously agreed on next meeting date of Jan. 14th 2021, will discuss future meetings and cadence at next meeting
- 6. Adjourn**
- a. *Motion to adjourn meeting*
  - b. *Leela moves, Diane seconds*
    - i. *Approved unanimously*

Meeting adjourned 21:15.