

DATE: June 10, 2025

TIME: 9:18 AM

Meeting minutes for Diversity Equity and Inclusion Implementation Committee 4/7/2025
Present: Julie Wu, Kim Haley-Jackson, Didier Moise, Andrew Poulsen, Evan Rockefeller, David DeStefano

Meeting called to order at 7:04 PM

- 3/10/2025 minutes approved unanimously
- Discussion of fair housing letter and recommendation for training
 - Select Board has not yet scheduled discussion on the agenda.
 - Julie has requested again.
 - If discussion is not scheduled for the next Select Board meeting, Julie will go ahead and send the letter on 4/8.
- Discussion of business survey test results
 - Question of how comments will be collated/summarized – possibly use AI
 - Group voted unanimously to start sending out the survey.
 - Google Sheet from Paul Joy has email addresses for maybe 20% of businesses.
 - Julie will contact Paul to see if he has access to any other emails.
 - Group will research to see if there are any other lists.
- Discussion of budget for each item from Diversity Task Force recommendations
 - Item 6d – Andrew confirmed that remote/hybrid access for Town Meeting will continue.
 - Item 6e – Kim volunteered to research other municipalities' affordable housing unit programs for municipal employees, including Police, Fire, and School Department employees.
 - Item 9 – Question of whether current transportation services for older adults and people with disabilities are adequate. Andrew volunteered to reach out to the Council on Aging/Beech Street Center to find out.
 - Item 10 – Andrew spoke with Wayne Chouinard in Engineering Division with the town regarding sidewalk repairs. Wayne is hoping to move forward with a program to generate a spreadsheet and map of areas that need repair/improvements.
 - Item 11 – Including Disability Access Commission in building plans – cost of \$0, but they don't yet reliably do this. Would be good if this process was more formalized, although Andrew reports it is better than it used to be.
 - Item 12 – Costs for DEI stakeholder retreat would be to rent Beech Street Center and refreshments – ~\$450.
 - Item 13 – Diversity training for municipal employees has happened – there was a multi-day DEI training at one point. Should be a part of new employee orientation, if it is not already. Julie will email to inquire. David indicated this is

not currently offered to the Fire Department. Note: School employees have a different training process through the state DESE.

- Item 14 – Kim suggested the schools' anti-bullying policy from the HRC might be able to be adapted for the town.

Next meeting planned for Monday, 4/28/2025, 7:00 PM

Meeting adjourned at 8:04 PM