



Diversity Task Group Minutes

Date: January 14, 2018
Time: 6:45pm – Social Time; 7:00-9:00pm - Meeting
Location: Jefferson Cutter House

1. Introductions and Ice-breaker: name and preferred winter activity.
2. Sign-In Attendees: Michaiah Healy, Katell Guellec, Brooks Harrelson, Lynette Martin, Louise Popkin, Rajeev Soneja, Purvi Patwari, Allan Schramm, Jane Lynch, Kelly Lynema, Lynette Culverhouse, Sarah Popper
3. December minutes read and approved.
Update: Captain Flaherty is now acting chief of APD and will continue her liaison work. She has expressed interest in returning for a future DTG meeting.
4. Summary of Envision Arlington (previously Arlington 2020): A standing committee with three-yr terms. It was started in 1991 to help state the town values. Since then, it has set up sub-committees as a way to move these values forward. It serves as a conduit between the town and the residents.
5. We reviewed the description and 2018 summary of the DTG that Michaiah wrote for the town annual report.
6. What has been accomplished in 2018 at the DTG and in town?
 - Parents have become more engaged, and we are more connected to the school system. Work of the Superintendent's Diversity Advisory Committee: feels more goal-directed and that the school system is responding. There are some strong voices and people of color on the committee. Examples include re-vamping 'Colonial Day,' adding cultural competency to district goals, and further teacher/admin trainings.
 - Special guests added important perspectives and connections. There are opportunities to follow up and further develop allies. Guests help educate ourselves and challenge our privilege.
 - We had a conversation around the town survey in particular, especially how low-income residents are impacted by parking bans. There was a motion for the DTG to support the creation of a warrant article for a culturally sensitive approach to overnight parking exemptions in Arlington. This was seconded and approved. Kelly noted that 10 signatures would be needed, as well as the backing of a Town Meeting member. Louise will follow up on this.

DTG participation in events at the school and town levels

Current Projects:

- DIGs were created and are moving forward
- Bystander training
- Culturally sensitive learning in the schools
- DTG community connection

7. Goals/updates for 2019: **Create awareness, build community, take action** has been the theme of the DTG.

- Read the *Refugee* book as a group (March).
- Possible guest speaker: Todd Morse, who has been hiring people of color for the after school programs. Rajeev will reach out to him to invite. Also, a member of the NAACP.
- DIG Goals: April 9 is the diverse hiring coffee hour for the district; increase parent attendance at school council meetings; create social media platform for METCO; consider grant money and uses for Town Hall to hold an event and tie it into DTG (True Story Theater; Conversations with Children About Race). We noted that we tend to be very school-focused and that this can be a limiting factor.
- “Belonging in Arlington: A Community Conversation” is moving forward. May need more time to ensure it is done well and can culminate in a community event in the fall.
- Bystander Training: Next step is to organize one for parents through the DIG groups, as well as further training in middle and high school to allow for more trainers to be created. AEF is interested in funding a train the trainer event, as well as HRC. The organization providing training is Quabbin Mediation.
- Build more connection with the Equal Opportunity Commission in Arlington. How can we look wider at diverse hiring practices?