



## Diversity Task Group

Date: Monday, October 7, 2019  
Time: 6:45-9:00pm  
Location: Lyons Conference Room, Town Hall, 2<sup>nd</sup> Floor

### Minutes

Attendees: Michaiiah Healy, Katell Guellec, Rajeev Soneja, Michael Jacoby Brown, Andy Oram, Pam Watts, Paula Jordan, Maren Larkin, Judith Schachter, JoMike Santos

- 1) Introductions: Participants were asked to share their name, what brings them here, and what is causing them to feel positive about diversity and inclusion efforts in town recently. DTG's new intern, Maren Larkin, was introduced.
- 2) September minutes (including confirming new co-chairs): The minutes were approved.
- 3) Discussion to confirm or refine DTG goals for the year. We reviewed the overarching goals of the DTG from 1993 and then moved on to the five specific goals stated in the September minutes.
  - a) Government/civic center partnership: Should the DTG be the container or the one that has the bird's eye view of what all these groups are doing? It was suggested that it might help to make this goal be more specific, such as meeting with the Town Manager once a month or a breakfast with all these groups so that there is awareness of other efforts in town. (This goal also came from what Cambridge does with a monthly breakfast between the mayor's office and interfaith alliances.) The town is hiring a D&I coordinator so thinking about that person's role also is important.

Due to time constraints, we jumped to discussing signing the petition as a task group. Katell provided background and explained the rules for people being eligible to vote. Pro's and con's were discussed, in particular what it means for the DTG to endorse a petition (might exclude people who don't agree and then don't feel they are welcome at our meetings) and what it means to not endorse (our silence and not using our power to support those who don't have a voice). We took a vote, and the four people eligible to vote were in favor; there were also 10 additional yes votes from our August meeting, one opposed, and two abstentions. The motion was approved for DTG to sign the petition.

- b) Two community engagement specialists: This would be an ask for the TM to put money behind this idea. But it was suggested that this needs to be more specific as to what we are recommending. Examples could be asking the TM for more information about the new hire and how these goals are being set, as well as bringing together all the groups who touch D&I so we can get to know and understand what we are doing.
  - c) Creation of town warrants

- d) Community experiences and events
- e) Support our DIGs

Much of the discussion around all the goals was to ask for more detail on what does “support” mean for us? How do we better refine what the goals of our group are? The goals as stated here feel too big for one year. It was noted that people come in to the group at times when there is a swell of activity around an issue, and then they go away, because there is nothing to grab onto. Are we: educators, support group, community organizers, etc.?

Question was asked about what is happening in the High School to support diversity and inclusion. There have been greater efforts last two yrs on D&I at Nov 1 professional development days. This year, teachers will get 10 hrs of D&I in their PD. Rod got a grant to bring in someone who will do an audit of the K-12 curriculum on cultural competency; it will largely be done remotely.

What is the data on POC in Arlington? Ideas were to look on the school reports, or town census reports (which are old). DESE – is the best place to look for data on children.

Arlington Reads: A topic this year for the first time, which is Puerto Rico. One is a graphic novel about the hurricane.