

Groton Diversity Task Force

October 1, 2020

Present: Nii-Ama Akuete, Michelle Collette, Deb Dowson, Rafael Glod, Nadia Madden, Tim Manugian, Raquel Majeski, James Moore, Audra Waiters

Also present: Groton Channel

Not Present: Josh Degen, Paul Shay.

Meeting was called to order at 7:00 pm.

Committee members each discussed their commitment to the work of building diversity in the town.

Task Force Community Norms

Chair Raquel Majeski reviewed Task Force Community Norms in chat:

- Listening to understand
- Cameras on for all task force members
- Agenda for each meeting
- Spend meetings on focused topics and bringing in specific stakeholders
- Bringing in different perspectives when important
- Being civil and respectful
- Possibility of meeting in person vs on Zoom (to discuss with Mark)
- Using “I” Statements for our experiences, not assuming we can speak for the communities we represent without further input.
- Noting “oops” and “ouch” statements in real time, and acknowledging good intent on all sides.
- More transparency from the Select Board on what the town is looking for, confirmation that we have a blank slate.

B CHARGE

Raquel Majeski reviewed revised committee charge

DTF Committee Charge: Study the causes of systemic racism and stereotypes attached to, but not limited to, the following identifiers: age, ability, gender, socioeconomic status, race, religion, ethnicity, sexual orientation and culture. The committee will meet with local and state stakeholder groups to identify areas that need to be evaluated to determine if they are still appropriate in today's culture. The committee will provide observations and give recommendations to the Select Board, and suggest ideas to help to educate the resident of Groton and make it a more welcoming community.

Term: The DTF will meet for a six-month term beginning in August 2020 and continue through the end of January 2021. An interim report along with an Executive Summary will be delivered no later than February 15, 2021 to both the Select Board and the GDRSD. Should the Select Board choose to continue the committee they may do so via voice vote.

M/S/V unanimously to approve revisions and submit them to the Select Board.

C. Discussion of Working Groups

Chair Majeski presented a series of suggested meeting dates and recommended roles for the working groups discussed last time (add to notes later).

Town Image: Audra asked what happened to Blue Laws, Chair Majeski noted that this would likely be taken on by interns at the moment as it will be long. Michelle asked for clarification on the blue ribbons, and James explained that it was because they could be seen as non-neutral statements on town land.

Deb Dowson brought up the fact that there is ongoing existing community education which we should be collecting information on. We agreed that we would add a community education group.

Decision: people who want input into working groups they are not participating in should send it to the Chair for distribution.

Raffi noted that COVID planning has taken over Diversity as a topic has been pushed to the Spring by the School

Minutes amended to note roll call vote for all votes
M/S/V unanimously to approve.

Meeting adjourned at 8:15pm