

Town of Medway
Commonwealth of Massachusetts
IDEA (Inclusion, Diversity, and Equity Advisory) Committee Workshop
February 8, 2022 - 7PM
Medway Senior Center Game Room and Remote via Zoom

Committee Members Present (in person): Susan Dietrich, John Foresto, Marques Crosby, Brian Sharkey, Khalid Abdi, and Bill Kingsbury

Committee Members Present (remotely): Dan Kerls

Committee Members Absent: Judith Lane and Andrea Crow Henry

Community Members Present: Leanne Harris, Mark Der Garabedian, Laura Rymer, Lisa Camp, Evan Batcheller, Amy Fair, Astrid Nicolau

1. **Call to Order:** At 7:06PM, Mr. Foresto called the workshop to order. He confirmed the presence of the following individuals: Crosby: present, Sharkey: present, Dietrich: present, Abdi: present, Foresto: present, Kingsbury: present, and Kerls: present (virtually). Mr. Foresto acknowledged the members of the public present and asked them to introduce themselves.
2. **Survey Planning:** Committee members discussed plans for the survey, looked at the survey from Acton for some guidance. Agreed it should start with the committee charge, committee goal, what we are doing and why, then go into demographics. Suggestion to add veteran status as a demographic, along with having kids in the schools, owning a business/working in Medway, renting or owning, etc. Idea would be that those questions could open up specific additional questions depending upon someone's response (i.e. if you have kids in the schools, the survey would include some additional questions about the schools, but if you respond that you don't have kids in the schools, then those questions would not appear). Survey will also include some statements about satisfaction with living in town. Re: ability to translate to other languages, will look to see if that is an option with the platform the committee chooses. Mr. Sharkey will do an outline/draft of the survey for the 2/15/22 meeting.
3. **Forum Planning:** Suggestion to use GoToWebinar, similar format to what schools have used, and allow for both in-person and virtual attendance, with slides available afterward for anyone who cannot attend the day of the forum. Suggestion to invite Jenn Goldson, who is the Master Plan consultant that the Town has hired, to the 3/14/22 forum, or alternatively to present IDEA findings to the Master Plan Committee at some point. In order to allow time to put together the presentation, committee members were asked to have all of their notes from focus groups typed up by the 2/15/22 meeting. Discussed

Q&A portion of the forum. Can do it on GoToWebinar for remote participants, and should consider having notecards available for in-person attendees to write down questions. Suggestion to connect with Sandy Johnston about a Save the Date communication.

4. **Feedback Form:** Committee discussed recent topic at Select Board meeting about the Feedback Form and the confusion that exists in the community regarding its purpose. Committee reiterated purpose of the form, to allow community members to share any feedback regarding the topics of diversity, equity, and inclusion in Medway with the IDEA Committee. Purpose of allowing submissions to be anonymous is so members of the community who may have feedback to share but who might be uncomfortable speaking up would have a way to do so. Suggestion was made for representative(s) from IDEA Committee to appear before the Select Board at a future meeting to clarify any questions that might exist.
5. **Other Business:** Focus group for police scheduled for 2/9/22, aiming for the following week to meet with churches. Mr. Abdi and Mr. Crosby have spoken with some potential participants for the business focus group as well.

Mr. Foresto asked whether the members of the public had questions they wanted to ask the Committee. Questions were asked by several people, and IDEA Committee members answered them, including sharing the complete Committee Charge, explaining timeline for IDEA Committee work, and directing people to the webpage for an outline of what the committee is doing and when.

At 8:25 pm, workshop adjourned on motion from Ms. Dietrich, second by Mr. Foresto. Roll call vote 7-0-0, Dietrich: aye; Crosby: aye, Kingsbury: aye; Sharkey: aye; Abdi: aye; Foresto: aye; Kerls: aye.