

Committee Members
John Foresto
Susan Dietrich
William Kingsbury
Judith Lane
Khalid Abdi
Marques Crosby
Andrea Crow
Daniel Kerls
Brian Sharkey



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TOWN OF MEDWAY
COMMONWEALTH OF MASSACHUSETTS

INCLUSION, DIVERSITY, AND EQUITY ADVISORY COMMITTEE

Inclusion, Diversity, and Equity Advisory Committee Meeting

June 15, 2021 7:30PM

Sanford Hall, Town Hall

155 Village Street

Agenda

7:30 PM

- Call to order
- Public Comments

Other Business

1. Approval of minutes from meeting of May 5, 2021 (attached)
2. Update on take-always
 - a. Anonymous tip line
 - b. Questionnaire for newcomers/ groups outside the norm
 - c. Focus groups Who do we want to reach?
3. New Business
4. Summer schedule
 - a. Contacts with other towns

**Inclusion, Diversity, and Equity Advisory Committee
Remote Meeting Via Zoom
May 5, 2021 7:00PM**

Pursuant to Governor Baker’s March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, and the Governor’s Orders imposing strict limitations on the number of people that may gather in one place, no in-person attendance of members of the public will be permitted at this meeting. Board members may be participating remotely. For public hearings, access via Zoom is provided for the required opportunity for public participation. Information for participating via Zoom is posted at the end of this Agenda.

Call to Order:

John Foresto called the meeting to order at approximately 7:06pm

Committee Members Present: John Foresto, Select Board Representative; William Kingsbury, Police Department Representative; Susan Dietrich, School Committee Representative; Khalid Abdi, Resident; Marques Crosby, Resident; Daniel Kerls, Resident; Brian Sharkey, Resident

Committee Members Absent: Andrea Crow Henry, Civic Leader; Judith Lane Council of the Aging

Public Comment: No public comments.

John stated the IDEA committee has been established by the Select Board. At this time, no official chairman has been appointed so he will be running the meeting. Official position appointments will be made at a later time. John thanked the committee for providing their time and talents as members of the committee. John noted members that have already been sworn in for another committee which they represent will not have to be sworn in a second time for the IDEA committee. He asked for anyone interested in being chairperson or any other position to let him know.

John reviewed the basic committee structure which includes 9 members, 5 being the majority. He also told the members they cannot participate in chain communication or meet where there could be a quorum. Susan clarified discussing one on one with a member of the committee however if there needs to be an actual discussion it should be placed on the agenda in an open forum.

Team Introductions:

John asked the committee to introduce themselves answering the following questions. Why are you here and want to be involved with the committee? What do you expect to accomplish out of the committee in the next 15 months?

John is here because he thinks it is important and would like to hear the opinions of other with a different point of view. He wants to see the community more open and welcoming.

William Kingsbury was asked to join the committee to provide a law enforcement perspective and hear what the community input on how they can help improve relations.

Marquis Crosby wants to on the committee to help establish a welcoming community in Medway to help prevent racial injustices. He also wants to learn more about the other minority communities

50 involved in the committee. He wants to make Medway a place where everyone feels welcome in a
51 diverse environment.

52
53 Dan Kerls has experience in the disabled community. He joined the committee to make it a more diverse
54 and inclusive environment for his children the way he did as a child living in New York.

55
56 Brian Sharkey joined in part to provide a more diverse experience for his children. He has learned a lot
57 about proving awareness to blind spots or where there is a deficit.

58
59 Khalid Abdi is a first-generation Somali American living in a predominantly white town. He has
60 experienced diversity and its positive impacts on communities within his collegiate years. He hopes to
61 bring that awareness and positive change to Medway. He wants to be part of this conversation to help
62 make a positive impact and cultural shift for his children and the community alike.

63
64 Susan Dietrich grew up in California with a wide variety of culture and languages, so when she moved to
65 Medway it was a shock. Her role in the school system and food pantry has her focused on making sure
66 everyone feels welcomed and respected. She hopes this community will help provide that welcoming
67 feeling throughout the town.

68
69 **Discussion:**

70
71 John asked the committee how they would be compiling their data on what is going on in the town. By
72 doing that, they will need to talk with town members hear their thoughts. He asked for ideas on
73 how/where to start. He initially came up with a list of areas in the town where the committee can break
74 off into groups and talk with each area. This includes affordable housing, school admin, police, council
75 on aging, churches, underrepresented community as well as others. This data will help provide a basis
76 for the committee's role in the community.

77
78 It was noted the well-established groups such as school admin, police will be easier to gather data
79 opposed the lesser known or organized groups in town. During this time of Covid it has posed challenges
80 for meeting with groups.

81
82 Brian said based on his professional experience to start with an underling question to solve. What is the
83 baseline. He then suggests fining one representative to target for each group and use qualitative
84 interviews as well as a quantitative online survey.

85 Dan agreed having an online survey that would include people who may not fit perfectly into a defined
86 category.

87
88 Susan suggested reaching out the organizers of a similar project in Canton to hear their best practices,
89 so the group will not have to start from scratch. Similarly, Marques suggested reaching to other
90 communities to find out where Medway stands on different organizations.

91 John asked Brian if the survey would be something the committee could create or purchase. Brian
92 knows of free services but will investigate options.

93 John explained, in his experience he finds talking to individuals directly was the most productive way to
94 uncover their needs.

95
96 Khalid noted there is a lack of demographic data in Medway, so finding the most recent info would be
97 beneficial since the 2020 census will not be available in time.

98 John will reach out to Ms. Goldstein to find out how she is collecting data for the masterplan for the
99 town and see if there is any useful information the committee can use. There are also sub-committee
100 members who could possibly help with gathering data involved in the Master planning.

101
102 The main concern the committee is having is to determine the underlying question they want answered
103 and where to gather the data to provide answers.

104
105 Susan suggested asking Canton how they started and see how it will fit with Medway's objective.

106
107 Susan asked Brian what successful practices are in gathering data. Brian responded with a good place to
108 start is alignment on high level objective/direction then working backwards. He then volunteered to
109 draft a proposal of what the committee's high-level objective is. This would include how Medway is
110 doing relative to other towns and understanding the needs of various groups including any blind spots
111 the town may have. Then the committee can collectively discuss goals of the document to see how it
112 aligns with the committee's mission statement. Dan offered to help with his efforts.

113
114 John noted the current meeting will be transcribed to minutes and posted on the town website as well
115 as available for later viewing on Facebook. He also confirmed members acknowledgement to distribute
116 their contact info amongst the committee. Susan asked how members of the community will be able to
117 contact the committee. John said they will need to create an email address. Along those same lines
118 Susan suggested publishing individual contacts of members to allow for the community to choose who
119 they would like to speak with. Alternately, William suggested an anonymous mailbox for those who do
120 not wish to be identified. John will reach out to the IT director on how to proceed.

121
122 Khalid suggested a generic email box that all members can access similar to the Cultural Council.

123
124 John would like to reconvene in two weeks and then return monthly. He asked what time on either
125 Tuesday/Wednesday would work for the committee. The consensus was 7:30 PM
126 The committee scheduled their next meeting for Tuesday, May 25th at 7:30pm.

127
128 During the next meeting, the committee will discuss filling the open position and John asked for
129 everyone to think about the roll they would like to play.

130
131 **Adjournment**

132
133 **On a motion made by Susan Dietrich; seconded by John Foresto, the IDEA Committee voted**
134 **unanimously to adjourn at 8:07pm during a roll call vote as follows. John Foresto – Yes, William**
135 **Kingsbury – Yes, Susan Dietrich– Yes, Khalid Abdi – Yes, Marques Crosby– Yes, Daniel Kerls – Yes, Brian**
136 **Sharkey – Yes.**

137
138
139 **Respectively submitted by,**
140 **Metaxia Mitropoulos**