

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

\* Revision

- **\*Members of the public may watch the meeting on:**
  - Medway Cable Access - Channel 11 on Comcast Cable
  - Medway Cable Access - Channel 35 on Verizon Cable
    - <https://www.facebook.com/medwaycable/>
  - <https://livestream.com/medwaycableaccess/ideacommittee>



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**