

EQUITY AND SOCIAL JUSTICE COMMITTEE

January 3, 2022

Members in Attendance: Linda Champion, Karen Groce-Horan, Christopher Hart, Pat Latimore, Janel Lucas, Lisa Ward.

Members Absent: Aldo Guerrero, Keith McDermott, Quincy Miller, Renisha Silva-Talbot.

Meeting Location: Zoom

Meeting Start: 6:03 PM

The agenda included the following:

- Meeting notes from December 6, 2021 require revision. Approval at the next meeting, January 31, 2022-**revised date**.

Update regarding report drafting

- Lisa Ward reported the final draft was in process with Chris Hart, Pat Latimore and herself working on it. The report still requires further revision and drafting. For example: definitions and appendices still require input, and subcommittee observations and recommendations still need further consistency.
- Subcommittees will receive their section of the report with feedback from the Committee by the end of the week.
- Subcommittees need to revise their section and return to Pat Latimore, Chris Hart and Lisa Ward by the week of **1/17/22**.
- The report drafting team will present the draft at the 1/31/22 meeting for comment and discussion.

Update on Survey Analysis

- Janel Lucas reported that 30 people had expressed interest in participating the Focus Groups.
- Vivien Morris, a DEI Consultant/Facilitator, conducted 2 groups to date (12/16 & 1/3/22). Although attendance was not high, Ms. Morris thought that the discussion went well.
- Ms. Morris hopes to conduct one more group by mid-January.
- Rebecca Mirick, the consultant working on the data analysis of the survey has submitted her preliminary report. The survey team is reviewing her report.
- Pat Latimore asked the survey team to draft a summary of the key findings from the survey for the Committee final report. Janel Lucas agreed to work with Pat Latimore to create this summary. It was agreed that the summary would highlight key findings and that the consultants' reports would be included in the appendix, potentially with the group's December presentation.

Remaining schedule and next meeting

- The calendar through March is as follows:
 - Week of 1/17/22: Subgroups submit their revised draft to the Drafting Team
 - 1/31/22: Draft presentation to Committee by Drafting Team
 - Before 1/31/22 meeting: Meet with M. Collins and M. Zullas to get their input on steps that should be taken to ensure that the Town stays accountable to ensure that recommendations are followed through.
 - 2/7/22: Input/feedback from 1/31 meeting incorporated into draft
 - 2/14/22: Draft reviewed by Committee
 - 2/21/22: Draft sent to M. Collins/M. Zullas for review (pending discussion with both Collins and Zullas)
 - 3/14/22: Draft sent to Select Board in advance of presentation (pending discussion with both Collins and Zullas)
 - 3/31/22 or tbd: Presentation to Select Board per their schedule
- Linda Champions expressed concern that the Town will not be accountable for ensuring that the Committee's recommendations will be acted upon. A number of suggestions were

discussed to ensure that this happens, including extending the tenure of the Committee until a subsequent permanent oversight committee is in place. Pat Latimore and Chris Hart will meet with M. Collins and M. Zullas to for their input on how to make recommendations stick.

- Accountability/oversight of the Committee's recommendations will be on the next meeting agenda.

Other

- Pat Latimore reported that the town will hire a DEI consultant by the end of January to launch a DEI assessment of the Town. Pat added that this will be a monumental move which should be recognized.
- Janel Lucas asked if survey information can be released to the Milton Public Library. Pat Latimore reminded the Committee that any information discussed or presented to the Committee is a public record
- Linda Champion will share a report on vacant lots available for affordable housing.

Meeting Adjourned: 7:00 PM

Respectively Submitted,

Mary Ellen C. Welch, Clerk

