EQUITY AND SOCIAL JUSTICE COMMITTEE
Minutes for Meeting
January 25, 2021

Members in Attendance:

Members Absent:  Lamar Reddicks
Meeting Location:  Via Zoom

Meeting Start:  6:07 PM
The agenda included the following:
Approval of meeting minutes for 1/4/2021.
Subcommittee Updates
Affordable Housing
A visual shared presentation of research and expectations was shared by Subcommittee members.

It was noted that the word ‘affordable’ may cause unwanted reactions. Does the word suggest to the public that it is synonymous with crime, etc.?

Members informed the attendees that the average median income for Milton residents is $127,000. Regarding the 40B, an equation of $127K x 80% was explained as the income limit for affordable housing. Milton needs 450 units of affordable housing to meet state requirements for adequate affordable housing.

The Subcommittee told the Committee that given the large amounts of units needed, it will take almost a decade for Milton to meet the 40B threshold of 10%. Therefore, other paths should be explored. Members showed a map of town owned land with 15K+ sq. ft. per property which might be used to increase housing stock.
Members still need to do more research. Members are meeting with the Planning Board following tonight’s ESJ meeting. The subcommittee will also contact the Zoning Department.

**School/Families/Youths**

Members have met with about 2/3 of the school Principals and also with the new Director of Equity. Members are waiting to meet with Superintendent Jette. Members advise they will need from 30-45 more days to perform their research and other assessments.

It was reported that Interim School Superintendent Jette was officially installed as the permanent Superintendent last week.

**Police & Fire**

Members are still working and awaiting more info on civil service (see below) before they report out.

**Government**

Members reported that they had consolidated their previous recommendations for presentation to the following:

a. **Observations**
   1. There is no central Town diversity hiring policy.
   2. Committee appointments (either by the Select Board or the Town Moderator) are ad hoc and largely dependent on the network of the appointing individual.

b. **Recommendations**
   1. The Town should craft a statement regarding its Commitment to DEI.
   2. The Town should create a Town-wide diversity, equity, and inclusion policy with specific goals. Goals should include the following:
      a. Creation of a comprehensive DEI strategy.
      b. Create a strategic plan specifically relating to diversity in hiring.
      c. Creating a strategic plan specifically relating to diversity in contracting with minority-owned businesses.
d. Creating processes to ensure equity in Town enforcement practices (e.g., zoning, ticketing)

3. Establish a permanent Committee to review Town-wide DE&I issues. That Committee can be tasked with the following:
   a. Creating a Strategic Plan
   b. Providing an annual report of the Town’s progress and future goals

Civil Service Presentation
The pros and cons of achieving diversity in hiring in the civil service is the goal of the new team compose of members from the Police & Fire and the Government Subcommittee. The Police and Fire Departments are the most impacted departments.

Members plan to do more research and will speak to Town Administrator Mike Dennehy and others.

Communications Draft
Pat Latimore presented a draft communications plan (attached). The Subcommittees agreed that they would hone their preliminary observations & recommendations by the February 8 meeting so that they can be incorporated into a presentation for the Select Board that hopefully will be made by end of February or the first week of March. Pat Latimore will send a template for the Subcommittees to use for this purpose

Survey(s)
The Committee discussed creating and implementing a community-wide survey. Janel Lucas has had experience developing surveys and offered to help on this initiative. Aldo Guerrero volunteered to ask if his marketing team could help with developing the survey. Chris Hart volunteered to see if the YW Boston could also provide support for the development of the survey. Karen Groce-Horan volunteer to help with survey technology. Mike Dennehy and Hillary Waite of the Town are willing to help with getting the survey out to residents using the Town’s resources.

Meeting Adjourned: 7:03PM

Respectfully Submitted By: Mary Ellen C. Welch