

STOUGHTON EQUAL OPPORTUNITY COMMITTEE

Minutes

March 8, 2023

12:00 p.m. via Google Meeting

In accordance with Governor Baker's declaration of June 16th, 2021 extending Covid-19 measures adopted during the State of Emergency and recently extended until March 31, 2023, this meeting was conducted as virtual via Google Meets for those who wished to participate remotely.

Present: Debra Roberts, Chair; Bettye Sabree, Faye Howard and Chris Shannon.

Absent: Steve Cavey, Vice Chair, Maggie Giusti and Tamisha Civil.

Also Present: Atty. Jack Dolan and Tom Calter, Town Manager.

Call Meeting to Order and Pledge of Allegiance

Chair Roberts called the meeting to order at 12:08 p.m. and welcomed a motion to open the meeting. Chris Shannon made the motion. Faye Howard seconded. 4 yes and 0 no. Motion passed. Debra Roberts took roll call and invited all who were able to stand for the Pledge of Allegiance.

Approval of Meeting Minutes, February 8, 2023

Chair Roberts asked if everyone had an opportunity to review the meeting minutes for February 8th. All agreed. Motion made by Faye Howard and second by Chris Shannon to approve the minutes. 4-yes; 0-no. Motion passed.

Steve Cavey, Vice Chair joined the meeting at 12:14 p.m.

DEI Draft Trial Run Training

Atty. Jack Dolan updated the Committee regarding the DEI Draft trial run training. He feels comfortable to present it on April 19th, which allows sufficient time in advance to send information. Faye Howard commented that she would like to see a better understanding of what the goals are and what the Committee expects to achieve. Atty. Jack Dolan also added what further steps would be taken after the training, which relates to measuring outcomes. Chair Roberts believes the training is to enhance our culture, which can be measured, for example, by the number of complaints from citizens and staff. Bettye Sabree commented that the goals may be bias awareness; culture and ethnic sensitivity awareness and how to work together despite the differences. Chair Roberts added to increase diversity procurement. Faye Howard agreed and would like to define a base-line and raised the question if /when to expect a change with the training and how to keep the change sustainable.

Tamisha Civil joined the meeting at 12:20 p.m.

Regarding workplace culture, specifically in terms of diversity, equity and inclusion, Chris Shannon finds pulse surveys are a great way to get a "vibe check" in the workplace. Any data collected from staff can provide a better sense as to where we stand. Chris Shannon finds the base

line and metrics need to be defined. Tom Calter, Town Manager strongly agreed and asked Chris Shannon to explain the pulse survey in more detail. Chris Shannon explained that they are very short survey questions, usually 1 to 3 questions, that may or may not be done on a regular basis. Integrating exit interview questions may be very helpful. Tom Calter stated that he is very interested in this type of measure and requested some survey samples. Atty. Jack Dolan finds the surveys a great idea. Chris Shannon clarified that pulse surveys are more of an organizational practice, as a way to access the workplace culture and are only effective if they are done routinely. The information may be used for the baseline.

Debra Roberts restated that goals that resonate to all are: 1) Awareness; 2) Best practice to do things differently and 3) Outcome. More can be added.

Atty. Jack Dolan left the meeting at 12:28 p.m.

Stoughton Meeting and Addressing Community needs, Stoughton is a Welcoming Community Update on June Event Agenda

Steve Cavey, Vice Chair, commented that the Stoughton Diversity and Inclusion Organization is interested in doing a Juneteenth event. Chair Roberts thinks it is a great idea. Vice Chair Cavey finds this is one of the events in which a single voice is more beneficial. Bettye Sabree expressed that she is not opposed to working with them. She would like to see a Sub-Committee composed by other groups and organizations to work together. Tamisha Civil commented that she would like the collaboration of minority business owners in and around Stoughton; to let them know that the Committee would like to have their participation. Debra Roberts would like to see the multiple bank representatives of Stoughton involved in the process as well. Chris Shannon commented that the banks have a federal requirement, under the Community Reinvestment Act, where they need to support businesses in their area, including lending to minority businesses. She finds that asking banks to support the event where minority business owners would be featured, is a solid win for all. Debra Roberts will reach out to Pam McCarthy for her assistance. The Committee discussed several options of organizations/people to be involved in the event.

Update on the Billboard Policy

Debra Roberts commented that she received updates from Town Counsel. The final draft version is in the hands of Pam McCarthy and should be finalized by the next meeting.

Set Date for Next Meeting

Next meeting is scheduled for April 12, 2023.

Adjourn

Motion to adjourn made by Faye Howard, seconded by Bettye Sabree. Meeting adjourned at 12:49 p.m.

Approved on:

_____ 05/10/2023

Signed by:

_____ Debra C. Roberts

Debra C. Roberts, Chair