



ANDOVER

TOWN OF

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Commission on Diversity, Equity and Inclusion
Meeting Minutes
May 11, 2021

Meeting called to order: 5:05 PM. All Commission on DEI members participated remotely via WebEx and able to see and hear each other. The meeting was recorded and uploaded to Andover TV on March 25th and will be broadcast via Andover TV schedule.

Roll Call

In attendance:

Bassenal Dessin, Kavita Goyal (joined late), Sandis Wright, Sishan Wang, Lisa Cascio, Peyton Levental, Olivia Lu-Alba, Howard Mandell, Jorge Allen, Monica Reum, Lt. Frank Fitzpatrick, George Nugent, Rajiv Chopra, Laura Gregory, Jemma Lambert

Absent:

Wael Kamal, Jack Glavin, School Committee Liaison

Review and Approval of Minutes

No discussion. Move approval, Kavita. Seconded by Jorge. Unanimous approval

Update on path forward re: Commission Communications

Jemma informed Commission that we can, should we choose, vote to empower the Commission's Chair/Co-Chairs to author statements on behalf of the whole thus enabling timely release of statements. The scope of that empowerment can look any way we'd like. The Chair/Co-Chairs would determine under what circumstances a statement would be warranted.

Dana moved that the Commission empower the chair/co-chairs in combination with the Director of Community Services to craft and publicize statements within the scope of the Commission's charge in response to a current event upon determining that a statement cannot wait until the next scheduled meeting. Seconded by Frank. Final vote 12-0-1

Discussion: Meeting Length to 2 Hours

No motion was made to extend the meeting length to 2 hours at this time.

Leadership Model and election of Chair(s), Clerk

Extended discussion of the attributes associated with a Co-Chair model vs a Chair-vice Chair leadership model. Wide concurrence that the Co-Chair model with one Co-Chair serving her/his full term and the second Co-Chair rotating among all members after a period of time reflected a power sharing model that is much more inclusive than the alternative.

Kavita moved that we appoint a Chair for one year, with the possibility of being re-appointed twice more, for a total of 3 years and the Co-Chair to be appointed for 6 months, with the possibility of being re-appointed twice more for a total of 1 ½ years. Seconded by Jorge. Final vote: 12-0-1

Kavita moved that we appoint a Clerk to serve her/his full term. Seconded by Bas. Final vote: 13-0-0

Dana moved to nominate Kavita for the Chair position to serve for one year, with the possibility to be re-appointed twice more for a total of 3 years. Seconded by Monica. Final vote: 13-0-0

Dana moved to nominate Monica for the Co-Chair position to serve for a 6 month period, with the possibility to be re-nominated twice more for a total of 1 ½ years. Seconded by Kavita. Final vote: 13-0-0

Jemma moved to appoint Shishan to serve as the Clerk. Second by Frank. Final vote: 13-0-0

Strategic Planning Session

Jemma requested Commission members participate in the Doodle poll in order to arrive at a possible date for a day-long strategic planning session before the end of June. Details to follow.

New Business

Brief discussion of need for Commission to prioritize its visibility beginning, perhaps, at upcoming Juneteenth celebrations.

Agenda items for next meeting will include Review/adoption of our Values Statement, inviting representatives from the MLK planning committee and, as well, Patrick Lawlor to talk about Commission communications. We will then move into a discussion of the Diversity Audit final report and recommendations.

Jemma will meet with the Commissions' new Co-Chairs Kavita and Monica, to develop that meeting agenda

Meeting Schedule

Commission will meet on Tuesday, May 25th 5:00-6:30 PM

Move to adjourn-Kavita. Seconded by Jorge. Final vote: 13-0-0 Adjourn at 6:43 PM