



Commission on Diversity, Equity and Inclusion
Meeting Minutes
May 25, 2021

Meeting called to order: 5:04 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 May 26th and will be broadcast via Andover TV schedule.

Meeting called to order at 5:04 PM

Roll Call

In attendance:

Wael Kamal, Kavita Goyal, Sandis Wright, Shishan 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:** Bassenal Dessin, Jack Glavin, Peyton Levental

Review and Approval of Minutes

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

Values Statement/Code of Conduct

Land acknowledgement discussion

Olivia presented land acknowledgment to potentially be used at the start of every meeting, on website, etc. Dana will connect with the Center for History and Culture to determine which tribes settled in Andover. Monica offered another potential model for consideration. Olivia will work with Jorge to refine. Item will be brought back to the Commission when Jorge and Olivia are ready to do so.

George suggested members use their preferred pronouns if they are comfortable doing so. Jemma will happy to update on the Town website. Those wishing to add will email Jemma.

MLK Day/Juneteenth

Guest Denise Wynn joined meeting to update the Commission on these events. Focus on Juneteenth. Informed the Commission that the event is all about raising awareness, normalizing the conversation and education. Denise would welcome the Commission to have a presence at the event to begin to meet community members, hear about their thoughts and concerns and to encourage feedback on the Diversity Audit. Agreed we will have a presence. Will also be sure to have copies of the recommendations for hand-outs, a full copy of the report for review and opportunities for interested individuals to sign up for work on these matters going forward.

Event will run on June 19, 10am-3pm.



Values Statement/Code of Conduct, con't.

Group expressed interest in also have a catalogue of key concepts and terms for our own use and at the Juneteenth event. Requests by members that we spend some time at the retreat talking through the terms/concepts around race, racism and being anti-racist. There is learning to be done here. Jemma will work on this.

Strategic Planning Session

Jemma reminded all about the workshop on June 18. Kavita requested members take time to review the Diversity report and recommendations prior to our working session.

New Business

We will continue our discussion of the values statement at our next meeting.

Meeting Schedule

Commission will meet on Tuesday, June 8th 5:00-6:30 PM

Move to adjourn Dana. Seconded by Jorge. 11-0-1 6:36 PM