

## MEETING MINUTES – MARCH 10, 2022 DIVERSITY & INCLUSION COMMITTEE

- Accept last meeting minutes
  - Meeting minutes accepted unanimous
- Demographics and Census presentation
  - Conclusions from presentation: we know there is demographic information missing from the American Community survey and census data – e.g. Native residents in Holbrook. LGBTQIA families not recorded. Highlights the need for community mapping
  - Things of note:
    - Mostly women in poverty are single moms through anecdotal data per TOK and this is reflected in age of women in poverty with highest number from 25-34yr.
    - The age of homeless young women in town is concerning and points to an issue with access to affordable housing in Holbrook. What are the housing resources in town? What is available?
    - There seems to be a focus on providing more housing for the elderly, including the recent plan for a new senior living community. Have any discussions been made in how to better serve our low-income population?
    - Realization that many folx may not be familiar with the resources available in Holbrook. How can we assist in making access to resources easier?
    - Was any data for LGBTQIA included?
      - None – no gender identity or sexuality included in census. Only captures same-sex couples
  - Overall the presentation highlighted the need for better community mapping so we have better data to rely on in requesting and allocating aid or resources. Could we hire MAPC for a community mapping? Would funding come from the Town? Is there State funding available?
    - Patty: Could funding come from the Master Plan
- Prioritize charge/Subcommittee Discussion
  - Three main sections to the committee charge:
    - Strive to facilitate relationships with unrepresented communities – to do this we need to know who and where they are and what they need. PK has experience with a non-profit who trained people on community mapping and it was very useful.

We should also think about who can be our resource in the data community mapping process like BoH to help find data on homeless population and residents with disabilities and the CoA to assess what data they may be collecting through their services that could help us. The development office could be a good resource but the office is closed since

former member passed away. TC or PC to look into what data may exist from that office. Will reach out to TA Greg or Tara.

- D&I Committee duty will be to educate and support people on human rights, diversity and inclusion. They will work through public to discourage discrimination.

Committee member Meghan will be a good resource since she has direct experience in D&I outreach and education. Geraldine La Vert and Blaire Schaeffer have also indicated a lot of interest in volunteering to assist with outreach and education. Barbara Davis our education ex-officio is all in to support. We should connect with the library for space and engagement opportunities. The 150<sup>th</sup> celebration will be great for exposure. Dawn knows a facilitator of diversity dialogues, would be happy to share info to see if she could run sessions or workshops. Tracey will connect with Farris, he can provide some more information on Natives in Holbrook. For LGBTQIA resource BAGLY would be a great connect Tracey and Amie will reach out and Amie will also connect with PFLAG. Priscilla reached out to school to connect to GSA, civic club and social justice club.

- Examine existing policies and practices in Holbrook that would aid in town equity. We would review current status, analyze community data, think through sustainable solutions and provide policy recommendations to BoS.

RT taking charge, TC will jump in as soon as her work dies down.

- Topics not anticipated in 24hrs
  - RT Food for thought: Maybe we could do our own in-house training on diversity & inclusion as part of our meetings?
  - Filling our open committee with alternate: Committee chairs to reach out to Alternates to gauge interest in who wants to be considered for voting position membership.