

Approved

Draft DEIB Minutes January 9, 2024

Miles

Mike

Karen - facilitated

Joy

Enrique

Rachel

Kate

- No changes to the agenda - shortening the meeting by 30 minutes due to weather
- Minutes are accepted from December 12, 2023
- Meeting with Tabitha tomorrow unless weather prevents it. Joy will let us know by 8am if we're moving forward.
- Reorder agenda
- Discussion and planning with department heads
  - Important to introduce the DEIB Committee to all department heads, not just Chief Cambridge. How can we support the town through our relationships
  - Meet with each individually and give a soft intro, approach with a how can we help and get to know people on the 17th
  - Explain what the DEIB committee does and what we don't do
  - What value can we add - good people are hard to find and retain good employees. A more welcoming town will help with hiring and retention
  - For this meeting we have a quick elevator speech because this is Tabitha's meeting
  - After the 17th we'll revisit this approach to meeting with the department heads
- IDI overview (inventory that looks at where you are on a developmental scale - on a continuum from mono-cultural to multi-cultural
  - Group results
    - Do we want to move forward with our plan as a group or individually, or both?
    - We can all set up individual meetings with Karen if that is what we want to do
- Adjourn