

# Needham Unite Against Racism Working Group

## 6:00 p.m. March 8, 2021 Via Zoom

### Agenda

Under Governor Baker's emergency "Order Suspending Certain Provisions of the Open Meeting Law G.L. c. 30A, S20", issued March 12, 2020 and in effect until termination of the emergency, meetings of public bodies may be conducted virtually provided that adequate access is provided to the public.

To listen and view this virtual meeting on a phone, computer, laptop, or tablet, download the "Zoom Cloud Meeting" app in any app store or at [www.zoom.us](http://www.zoom.us). At the above date and time, click on "Join a Meeting" and enter the meeting <https://uso2web.zoom.us/j/89833277286>.

1. Approval of Minutes of January 4, 2021
2. Town Staff DEI Efforts – *Rachel Glisper, Director of Human Resources & Alex M. McNeil, Assistant Superintendent for Human Resources*
3. Discussion of Final Guiding Principles & Intentional Practices – *Lisa Smith-McQueenie, Facilitator*
4. Preliminary Discussion of Diversity in Boards & Committees
5. Future Meeting Planning

*March 15<sup>th</sup>* – Law Enforcement 2: Update on Police Reform Law, Tidwell Report, and any questions submitted by the working group members (*additional meeting*)

*March 22<sup>nd</sup>* – Community Interactions; Discussion on report to 2021 Annual Town Meeting; possible discussion about WG Charge Item 2: How to engage BIPOC residents and others who have been marginalized due to their race or ethnicity; possible discussion about WG Charge Item 3: Communication structures to ensure the sustainability and accountability of the Initiative

*April 5<sup>th</sup>* – Public listening Session/Review of Working Group recommendations to date

*April 12<sup>th</sup>* – Final review & approval of report to Town Meeting

*May & June* – Next Steps