



NANTUCKET TOWN ASSOCIATION MEETING

June 22, 2021, at 4:00 pm

Meeting held by Zoom conferencing

DRAFT MINUTES FOR REVIEW AND APPROVAL

Attendance (Participants as noted by Zoom): Trish Bridier, Mary Anne Easley, Mary Longacre, Gail Norton, Lee Saperstein, Bill Seay, Anne Terry, Henry Terry, Charley Walters Paula Williams.

Additional Registrants: Caroline Ellis, Marsha Fader, Julie Gesner, Kit Murphy, Michelle Lease, Debi Lilly, Craig Muhlhauser, Janet Schulte, Barbara von der Groeben, Will Willauer.

Thanks to the Atheneum, Amy Jenness, for hosting the meeting. They have sent a list of registrants that is attached to these minutes; not all registrants appear to have attended. The meeting was recorded and the link (good for 30 days) is included here:

Meeting Recording; available for 30 days:

https://us02web.zoom.us/rec/share/ALt9reZWaol29Vko0pMwZu8gCBs8yBd5s62Pxu_6K1I1zRuXdydxZyPGKa51RRKv.Tu6v7eT35IeJA6RK

Access Passcode: 65+*SGND

Guest: Kimal R. McCarthy, Town of Nantucket Diversity, Equity, and Inclusion Director; Amy Jenness, Atheneum.

I. Call June 22, 2021, Nantucket Town Association Meeting to Order.

President Henry Terry called the meeting to order at 4:02 pm. He announced that the meeting is being recorded and those who could not attend are welcome to use the above link to watch the recording.

II. Approval of minutes of the Meeting of May 25, 2021.

Henry Terry asked for approval of the minutes of the meeting of May 25, 2021. Mary Anne Easley moved approval, Trish Bridier seconded, and the vote to approve was unanimous.

III. Treasurer's Report.

Anne Terry, Treasurer, gave the Treasurer's report, attached, which had a beginning balance of \$4298.20, from which expenditures of \$220.34 were deducted, and the end balance was \$4079.86. A motion to approve was made by Trish Bridier, seconded by Charley Walters, and approved unanimously.

IV. Old Business

Mary Longacre reported that printed materials, received from Peter Morrison, Nantucket Civic League Co-President, about the Nantucket Town Association and the Nantucket Civic League have been given to Town realtors for distribution to home purchasers. The intent is to have new home owners become members of their local area association.

Lee Saperstein said that, in their May meeting, the NPEDC chose not to create a work group for the Town Local Area Plan because they wanted to wait for the results of the Town Election before doing so. Mary Longacre related that she has been appointed to the NPEDC as a Member at Large.

Henry Terry reminded the group that new or renewing officers will be elected at the Annual Meeting in September. Anyone wishing to make a nomination or volunteer for the nomination committee should contact Barbara Cohen, Chair of the Nomination Committee, at 508-228-7436. The Annual Meeting will be a hybrid of in-person and Zoom.

In response to a question on membership, Anne Terry reported that we had 24 dues paying members.

V. New Business

Anne Terry said that it had been a practice of the Association to make a charitable donation to the Atheneum in appreciation of their assistance in using Zoom and for finding space, either virtual or real, for our meetings. She suggested that past amounts had been \$500.00 and proposed that we do this again. Mary Longacre moved the donation of \$500.00 to the Atheneum, Trish Bridier seconded, and the motion carried unanimously.

VI. Guest Presentation.

Henry Terry introduced the Town's newly appointed Director of Diversity, Equity, and Inclusion, Kimal R. McCarthy. who explained that he is on a mission to explain his role and that of his office; indeed, he will be giving this same talk to the Nantucket Civic league's Presidents' Breakfast on Saturday,

He had transcribed the bulk of his comments onto a PowerPoint Slide presentation and that he would follow that and then entertain questions. The text of the slides is attached to these minutes.

At the end of his presentation he said that he would be happy to answer questions as well as listen to input from association members. He also posed a few questions to the membership, which are included in his final slide.

Mary Longacre asked if his office had any social media accounts; does his office have its own channels? Are people reaching out to you? He responded that he was easily reached through the DEI website or at his address of krmccarthy@nantucket-ma.gov. Mary Anne Easley said that she was Chair of the Council on Aging and wanted to know how best to reach out to the Spanish- and Portuguese- (LatinX) speaking community. He said that this was important to him and that he was trying hard to make contact.

Mary Longacre related that, in the recent Open House of the Coastal Resiliency Advisory Committee, they had provided Spanish-speaking interpreters. Lee Saperstein said that he had attended meetings at the Unitarian Church, where its Minister, Linda Simmons, had reached out to the LatinX community including Maria Partida, a leader in that group.

Mary Longacre also asked about the progress in writing the Request for Proposal, RFP, for a consultant to help guide his program. He replied that, since it was not written nor approved, he would prefer to wait until it was posted on the Town's web site.

Charley Walters related the history of diversity on Nantucket including the variety of races and ethnicities who were seamen on the whaling ships in the first half of the 19th century. This diversity, he noted, collapsed alongside the collapse of the whaling industry. He wondered if there were any data on the presence on Nantucket of people of African and Cape Verdean heritage after the whaling days.

Mary Longacre asked, importantly, how can we help? Kimal McCarthy suggested that we get the word out about DEI and the work of his office. After his talk at the Civic League Presidents' Breakfast, he will try to reach out to other neighborhood associations.

Mary Anne Easley said that we have to move through our own sense of discomfort so as to be able to reach out. Mary Longacre said that we needed to take a risk and to avoid platitudes.

There were no other questions.

VII. Adjournment.

Henry Terry then asked for a motion to adjourn and was accommodated by Paula Williams, moved, and Trish Bridier, seconded, and a unanimous vote to adjourn. Adjournment was declared at 4:45 pm.

***Next meeting is July 27th and will be via Zoom; more information will be forthcoming with the next agenda; if one uses Zoom, registration is available at the same address as was used for this meeting.**

*Please remember that we need to end the meeting by 5:00 pm so that the library staff may leave the building.

Lee W. Saperstein, Secretary,

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NANTUCKET TOWN ASSOCIATION

TREASURER'S REPORT

JUNE 22, 2021

| | |
|-------------------------------------|------------|
| Beginning Balance | \$4,298.70 |
| Deposits | |
| Dues | 0.00 |
| Expenditures | |
| PO Box Renewal | 178.00 |
| Alex LaPaglia -- URL domain renewal | 42.34 |
| End Balance | \$4,079.86 |

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AN ATTACHMENT TO THE NANTUCKET TOWN ASSOCIATION MINUTES OF THE MEETING ON JUNE 22, 2021

Diversity, Equity & Inclusion Office

Town of Nantucket, M.A.

Presentation by: Kimal McCarthy, DEI Director

Each page was contained, during the presentation, on a Power Point slide.

Agenda

- Introduction – Who is the DEI Director?
- Brief History – When & Why was the DEI Office established?
- Definitions – What does diversity, equity, and inclusion mean?
- Mission – What is the mission of the DEI Office?
- Significance – What are some purposes of the DEI Office?
- Current Projects – What is the DEI Director working on now?
- One Year Outlook – Any objectives to accomplish in the first year?
- Q & A and L. – Questions, Answers, and Listening (to audience)

Introduction

- Who is the DEI Director?
- Education:
 - NHS, Bates, UMass, @ Northeastern
- Previous Positions:
 - MAAH, Atheneum, LCC International University, CPC
- Island Involvement:
 - NAC, NCMC, CFN
- Hobbies:
 - Walking, Reading, Watching TV

Brief History

- When & Why was the DEI Office established?
- DEI offices and positions are fairly new
 - Established or appearing across the U.S., Massachusetts, businesses, and universities
- Town of Nantucket post DEI Director position
 - July 2020; See [DEI Timeline](#) on Town website
- Recent & Historical Controversies
 - Vandalism of African Meeting House – March 2018
 - Complaint against NPD regarding Excessive Force – August 2007
 - Minstrel Shows “remained in favor on the island right up to days of the civil rights struggles of the 1960s.” (*The Other Islanders*)

Definitions

- What does diversity, equity, and inclusion mean?
- Diversity – any dimension that can be used to differentiate groups and people from one another. It means respect for and appreciation of differences.
- Equity – consistent and systematic fair, just, and impartial treatment of all individuals, including individuals who belong to underserved communities that have been denied such treatment.
- Inclusion – a state of being valued, respected and supported. It's about focusing on the needs of every individual and ensuring the right conditions are in place for each person to achieve his or her full potential.
 - Dept. of Housing & Urban Development and White House (executive order)

Definitions – Simplified

- Diversity is where everyone is invited to the party
- Equity means that everyone gets to contribute to the playlist
- Inclusion means that everyone has the opportunity to dance
 - Robert Sellers, Chief Diversity Officer, University of Michigan
- My Interpretation of DEI:
 - Diversity is the acceptance and celebration of differences
 - Equity is willful engagement ensuring policies and opportunities are unbiased
 - Inclusion is giving all voices a seat at the table and chances to be heard
 - **DEI is like The Avengers or Justice League**, favorite explanation

Mission

- What is the mission of the DEI Office?
- Mission Statement:
 - The mission of the Diversity, Equity and Inclusion Office is to be the primary resource for the Town of Nantucket's diverse communities and organizations, in order to create and sustain an equitable and inclusive community where all residents and employees can feel safe and welcome.
- [DEI Webpage](#)
 - Town Website > Government > Department A – N > DEI Office
 - Webpage: Mission Statement (also in Spanish); Diverse Nantucket (highlights local organizations); Important Documents (DEI timeline, job description, etc.)

Significance

- What are some purposes of the DEI Office?
- *Get comfortable with being uncomfortable!*
 - No one has all the answers; your participation in uncomfortable conversations is needed; by working together we can find solutions
- DEI Office is a community and town government commitment to work towards increasing diversity, equity, and inclusion
- What does that mean?

- It's a commitment to strive for a sense of belonging, representation, and togetherness throughout all aspects that are the foundations of community
 - Health care, education, climate & social justice, employment, governance, etc.

Significance

- Some responsibilities of the DEI Office/Director include:
- Promote Diversity, Equity & Inclusion –
 - Internally: Town workforce training programs, examine hiring practices, etc.
 - Externally: Work with Town's boards and committees, local nonprofits, etc.
- Collaborate with Dept. of Culture & Tourism on cultural events
- Serve as Town's liaison for community programs, forums, & initiatives
- Develop metrics to measure DEI effectiveness
- Advocate for minorities, LGBTQIA+, people w/ disabilities, and others
- Prepare AAP/EEO statistical reports

Current Projects

- What is the DEI Director working on now?
- Meet & Greet with
 - Town Employees; Local Organizations; Nantucket's Diverse Populations
- Collaborations
 - Cultural District; Juneteenth; Lunch & Learn 2021 (with Cabinet)
- Providing DEI Lens on Issues/Topics
 - M.A. Police Reform Legislation; Environmental Justice; Internal Investigations
- Research and Development
 - Books, Organizations, Webinars that are DEI focused

One Year Outlook

- Any objectives to accomplish in the first year?
- Listening Tour
 - To hear from community at-large to get an understanding of your definitions and experiences with DEI, as well as gauge expectations for Office/Director
- Participation in DEI Strategic Plan
 - Working with winning bidder of RFP to create a long-term plan for DEI Office
- Kickstart *DEI Conversations*
 - Dialogue with island's diverse populations
 - Example: My Journey to Nantucket
- Become comfortable & grow in DEI Director role

Q & A and L.

- Questions, Answers, and Listening (to audience)
- Presenter's Questions for Audience:
 - Do you think diversity, equity, and inclusion are important?
 - What are some of your expectations of the DEI Office/Director?

- How has your organization incorporated DEI into your operations?
- Do you have any ideas/suggestions for diverse and inclusive outreach?
- How would you measure DEI success?
- DEI Director Contact Information:
 - Phone: 508.228.7200 ext. 7344
 - Email: krmccarthy@nantucket-ma.gov

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