Affirmative Action/Diversity Committee
Minutes Final
January 11, 2021

Old Business (45 minutes)

Affirmative Action / Diversity Coordinator position discussion Public Comments – 2 minutes per person Recommendations for AA/D Coordinator position

Meeting commenced at 7:02

Roll Call: All members in attendance: Patricia Oshman, Meghan Hanawalt, Debra Berglin, Susan O’Brien, Lynne Rhodes


Meghan laid some ground rules about the process of this evening’s meeting, including public comment being limited to two minutes per individual.

Meghan stated a list of hopes that she and Trish created as co-chairs of the committee.

Meghan also read a short statement followed by introducing Trish who shared a statement about our society encouraging common ground and compromise, seeking dialogue to promote equity and balance.

Trish introduced Lynne and Sue to discuss the Affirmative Action/Diversity position.

Sue read the list of recommendations and followed the reading with the comment reiterating that our personal opinions had no place in this document.

Deb Berglin read a statement as well and offered the suggestion of an amendment:

Would like add a Sample Revised Job Description including the incorporation of public feedback.

Trish would like to vote to include Deb’s recommendation/amendment

Trish would also like to be clear that the trilingual would be best (English, Portuguese and Spanish). If bilingual, preference is specific to the Portuguese Language

Nathalie asked that the recommendation document be forwarded to the school committee as they will be discussing this topic soon.
Patricia motioned to discuss Debra’s suggested amendment. Lynne seconded.

Sandy Faiman-Silva suggested that Deb’s sample revised job description be shared so that the public could hear it.

Denise suggested that Deb share her screen with the document available to be seen by the public.

Deb read the revised sample job description in addition to sharing it on her screen.

Meghan agrees that Deb’s revised job description should be included.

Lynne believes that as written, this position would be far greater than a 40 hour work week.

Debra’s recommendation is that the job description committee use it as a suggestion only.

Lynne – hard to tell what is new information and what is from original description.

Debra commented on the various pieces that were added to the original description.

Lynne would like to know what the title of the document is.

Debra responded that she is submitting her document as an intention to operationalize the public’s feedback.

Lynne motions that the document be submitted with a different title.

Meghan asked that the document be entitled with the term, “Sample.”

The rest of the panel was asked if they would like to comment.

Nathalie – acknowledged the work and that Debra’s addition be included as a sample.

Denise – appreciated the work of the sub-committee, and is in agreement with how the sub-committee compiled the recommendations, and not necessarily some of the comments. She also stated that using Deb’s document may help operationalize the job description.

Public Comments

Meghan opened the discussion up to the public at 7:47

Sandy Faiman Silva: Great job to the sub-committee, and excellent proposed description from Deb. Appreciated the articulation of public feedback in both documents. Hopes the town of Falmouth can do some of the things articulated in the documents.
Dale: Asked permission to read a statement regarding the job description. This statement regarded an article from the Dec. 23 2020 Falmouth Enterprise regarding the President of WHOI and his work in developing a similar job description for his institution.

Lynne motions to vote on the amendment to Deb’s document entitled Sample Job Description based on Public Feedback. Sue seconded. All panelists agreed.

Trish motioned to include Deb’s document that will be presented to the job description committee. All panelists agreed.

Deb motioned to accept the recommendations from the sub-committee for DEI job description public feedback. All panelists agreed.

**New Business – (5 minutes)**

**Indigenous Peoples’ Day**

Meghan invited Sandy to present her proposed town meeting articles.

She stated she has 3 proposals for town meeting. Meghan asked that Sandy present only the one regarding Indigenous People’s Day.

Sandy read her proposal regarding replacing Columbus Day with Indigenous Peoples Day. Sandy followed this with a description of why this is important. Many states and towns have adopted Indigenous Peoples Day. CC legacy was tyrannical and akin to mass extermination (Indigenous Peoples).

People who have been committed genocide should not have a day honoring him/her.

Sandy would like endorsement from the committee. Deb motioned for discussion about the committee endorsing Sandy’s proposal as written. Sue seconded.

The three students also agreed that this is appropriate.

Lynne moved to vote. All panelists are in favor of endorsing Sandy’s proposal.

Meghan asked to confirm the date for the next meeting. All panelists agreed that they are available on February 1, 2021 at 7:00.

Lynne motioned to adjourn at 8:08, and all panelists were in agreement.