

**ADVISORY COMMITTEE OF NONVOTING TAXPAYERS**  
**Notes of meeting 11 A.M., SATURDAY, August 7, 2021 via Zoom**

1. Attending members: Kathy Baird, Gary Beller, Don Green, Peter Halle, Peter Kahn, Mary Russell, and Bill Sherman; Members absent include Lou Bassano, Bill Gardner, and Sue Matloff. Invited guest in attendance was Wendy Conway Schmidt. Invited Guest Speaker was Diversity, Equity and Inclusion Officer, Kimal McCarthy.
2. Chair Gary Beller opened the meeting at 11:02 a.m., read the script for Zoom meetings provided by the town and with a quorum present, the agenda for today's meeting and minutes for the July 24, 2021 meeting were both approved by roll call vote.
3. Gary welcomed guest speaker Kimal McCarthy who gave a short presentation to introduce himself, his background, his role, current activities and goals. He also discussed his role in the ongoing search for a consulting firm to create a DEI plan for the island. Kimal's presentation is an attachment to these minutes along with his contact information.
4. Kimal responded to several questions from attendees regarding the voluntary separation of different cultures and the lack of understanding that causes, ways that institutions effectively (like the military) that removes those barriers through participation in a common life together. He spoke about advising on diversity efforts with the school authorities but no on-going programs there. Kimal reported that he currently does not have an operating budget but it is his responsibility to draft one for the next fiscal year.
5. After a discussion regarding future speakers that included Deputy Police Chief Gibson, Jason Bridges (new Chair of the Select Board), the Finance Committee, Chamber of Commerce, the Coastal Resiliency Advisory Committee's (Arcadis Consultant), it was agreed that Peter Halle would contact Deputy Chief Gibson for our next meeting and if he could not make the meeting, we would wait until Saturday, September 4 where Charity Grace Mofsen (Legislative Liaison to State Representative Dylan Fernandes) is a confirmed speaker. Nancy Holmes (Town Clerk) has responded that she will be able to speak at one of our meetings in the fall but is unavailable for either of our remaining scheduled meetings.
6. Members discussed a need for an overarching study of growth and infrastructure needs across the board for the town instead of several

narrowly focused consulting efforts and several volunteered to look into something along those lines and share results with the town.

7. The next ACNVT meeting is scheduled (Zoom) for Saturday August 21 at 10AM, if our invited guest speaker can be confirmed.
8. There was a motion, seconded and approved by roll call to adjourn the meeting. The meeting was adjourned at 12:14 p.m.

Respectfully submitted,

Kathy Baird, Secretary

#### Attachment

The following link represents the recording of this meeting located on the Town of Nantucket YouTube website.

<https://www.youtube.com/watch?v=dMFO-uLDDvQ>

Diversity, Equity & Inclusion Office  
Town of Nantucket, M.A.  
Presentation by: Kimal McCarthy, DEI Director

## 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?

## 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](mailto:krmccarthy@nantucket-ma.gov)