



Town of Bridgewater

Diversity, Equity, Inclusion, and Belonging Committee

December 3, 2025

7:00 PM

Join Zoom Meeting

<https://us06web.zoom.us/j/87404514101>

Meeting ID: 874 0451 4101

MEETING AGENDA

Disclosure: Pursuant to Section 20 of Chapter 20 of the Acts of 2020, An Act Relative to Extending Certain Covid-19 Measures Adopted During the State of Emergency, and the June 30, 2027, extension granted by Chapter 22 of the Acts of 2022, this meeting for the Town of Bridgewater will be fully remote and accessible to the public through remote participation to the greatest extent possible. No in-person attendance is permitted. Citizens who wish to tune in to the meeting may do so via Zoom.

- A. Call to Order**
- B. Approval of Meeting Minutes**
 - a) November 12, 2025
- C. Public Comment**
- D. New Business**
 - a) Committee Member Activity Reporting
 - b) Committee Goals Discussion - Next Steps
 - c) Action Plan for next meeting
- E. Old Business**
- F. Additional Items for Discussion**
- G. Adjournment of Meeting**

DEIB Committee / Nov. 12th Minutes

A. Call to Order at 7:06p

- a. Present: Ashley Hansen-Brown, Phil Nichols, Jane Meyrick, Joshua McGraw, Sherley Phillips

B. Approval of Meeting Minutes

- a. November 1st, 2025

C. Public Comment

D. New Business

- a. Review of Diversity, Equity, Inclusion, and Belonging Town Ordinance
 - i. DEI committee has four strategic goals
 - 1. Increased representation of historically excluded populations
 - 2. Conduct annual equity audits
 - 3. Lead community education campaigns
 - 4. Facilitate collaboration between citizens and town government
 - a. Phil thinks strategic goal number four, facilitating collaboration, is a priority.
 - b. Ashley says that renaming DEIB would be overly difficult; thinks that goal four should be primary target
 - c. Sherley agrees it would be difficult to do goals one and two without collaboration
 - d. Ashley asked what are some ways to facilitate collaboration; Sherley says that Josh met with Bridgewater Communities for Civil Rights (BCCR) and had begun a dialogue with them; Josh wanted to facilitate a forum with them on DEI, the language
 - i. Suggestion to focus a workshop or forum on “belonging in the town” rather than DEI specifically
 - ii. Concern for DEI-focused forum might attract disgruntled individuals, leading to unproductive arguments regarding definitions

- iii. Framing the discussion around building more belonging might be more productive and well-received
- b. Discussion of Action Items for Future DEIB Agenda Items
 - i. Shirley - Look into state funding/state outreach grants
 - ii. Phil - Follow up with contact at Harvard regarding potential course participation to one member
 - iii. Jane - Brainstorm survey questions
 - iv. Ashley - Lay out potential ideas for the Committee Presentation for future town hall meeting

E. Additional Items for Discussion

- a. Re-Introductions of DEIB Committee Members
 - i. Ashley Hansen-Brown: Newly elected chair of the committee, faculty member at Bridgewater State University
 - ii. Jane Meyrick: Behavioral technician, Bridgewater State University alumni, civically motivated
 - iii. Sherley Phillips: Retired teacher, worked on the original research committee
 - iv. Phillip Nichols: New to the committee, hoping to contribute and work as a team
- b. Refocusing Acronym
 - i. Opportunity to expand the DEI acronym to DEIB (Diversity, Equity, Inclusion, and Belonging)
 - ii. "Belonging can be bigger tent than a lot of people out there think it is"
 - iii. Aim for a 'huge welcome map' where everyone, regardless of orientation or background, feels invited and reflected in town events
- c. Public Engagement Ideas
 - i. Ideas for engaging the public, such as flyers and QR codes
 - ii. Suggestion to use a survey with a raffle as an incentive for participation
 - iii. Josh reminded that advisory committees don't have direct budgeting
- d. Surveys
 - i. Committee can create their own survey or utilize the town's IT department
 - 1. IT department has access to survey program
 - ii. Results can be sent to Josh to be included in the agenda

- iii. Questions arose about need for IRB (Institutional Review Board) approval for surveys involving human participants
 - e. Funding & Resources
 - i. Recommended for committee to look into state outreach grants that the town could apply for to support projects
 - ii. Town can assist with making copies and advertising events through their PR team
 - iii. Harvard DEI Course
 - 1. Harvard offers a graduate certificate in DEI for \$550
 - 2. Suggestion to send a committee member to the Harvard DEI course
 - 3. Reach out to Harvard to explore options for free enrollment before requisition funding from the town
 - 4. Phil to send gathered info to Josh; Josh to share out with committee and add as agenda item
 - iv. Information Dissemination
 - 1. Send materials/updated to Josh to distribute and keep records of/public can see
 - 2. Recordings of committee meetings should be available on YouTube within 24 hours
 - 3. Official minutes are due by next meeting, but draft copies can be requested by the public before then
 - f. Meeting Schedule and Agenda
 - i. The goal is to have everything posted by December 1st
 - ii. Ashley will be contacted to confirm her preferences for the agenda; as chair sets agendas
 - g. Next Meeting - Wednesday, December 3rd at 7pm
- F. Adjournment of Meeting** at 7:41pm per roll call vote