

## SHARON DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

Thursday, February 8, 2024 — 7:00 p.m.

(Times below are approximate.)

### 1. 7:02 p.m. Attendance

Present: Toben Asklar (chair); Alison Kellom; Bill Kondrath; Marjorie Mitlin; Shelley Keimach; CP Pototsky; Chandu Krishnan; Sgt. Chris Dumais (Sharon Police Department representative). Lajos Kamocsky arrived just past 8:00 p.m.

In honor of Black History Month, Toben read a short section from the poem “Speak the Truth to the People” by Mari Evans.

### 2. 7:05 p.m. Public comment period. No comments were forthcoming.

### 3. 7:07 p.m. Email correspondence

**January 28, 2024** From: Sharon Pluralism Network and the Sharon Clergy Association  
The Sharon Pluralism Network and the Sharon Clergy Association wrote to invite the DEIC to participate in, and to engage our community in participating in the Silent Vigil taking place on January 28th at 3:00.

**January 30, 2024** From: Elle Bordman via the Town Of Sharon  
Ellen Bordman wrote to the DEIC in support of the DEIC’s initiative to have people in the town participate in anti-racism training. She was reacting to some of the criticism on Facebook about this training.

**February 2, 2024** From: Kim Hokanson, who is a lecturer at the BU school of Social Work  
Kim asked to continue the conversation that we had following antisemitic markings on the bathroom wall of the Sharon Middle School (based on a letter written from Kevin O’Rourke, Principal of the Middle School.

**February 4th, 2024** From: Town of Sharon  
The Town sent the DEIC information about a program on January 11th at 9:30 a.m. about How to Talk with your Children about upsetting events. This program will be presented by the Jewish Family and Children’s Services. Dr. Caroline C. Kaufman is a Clinical Psychologist from McLean Hospital and Harvard Medical School, presenting with Yasman Logan and with an MSW FROM Israel.

**February 8th, 2024** From: Bill Kondrath

Bill sent out the results of a survey given to business people. 82 Percent of people in businesses surveyed think that diversity initiatives are essential to their business strategy released on the morning report today. The business people said that DEI initiatives improve business performance, enhance talent acquisition, and increase innovation and creativity.

**Compiled by:** Marjorie Mitlin, Correspondence Clerk

4. 7:11 p.m. Approval of DEIC meeting minutes from 1/11/24. Shelley Keimach made the motion to approve the minutes. Margie seconded the motion. The motion unanimously approved it.

5. 7:13 p.m. DEI training module with entry/exit survey for town committees:

Bill Kondrath reported that Melissa Imbaro sent an email today to members of the DEIC and one other committee to “test drive” the training course and the pre- and post-survey. It is easier to take the course if you toggle back and forth between full screen and normal mode. CP Pototsky and Chandu Krishnan worked with Bill on the survey which asks questions to determine what participants knew before the training course and what they learned from the training course in order to evaluate the effectiveness of the course. The survey was sent to the Select Board who voted approval for including the survey at their meeting (January 23,2024). None of the collected survey data will be linked to any individual. DEIC members should let Melissa Imbaro know if you have difficulties with the taking the survey and training. Bill is also willing to assist anyone who has trouble with the survey and course. When you finish the training print out the certificate of completion and send it to Melissa.

6. 7:23 p.m. Sharon’s newest residents: Shelley gave a brief update. There is still a need for diapers and wipes. There is a need for drivers. Diapers and wipes can be dropped off at Community Ed.

7. 7:26 p.m. Juneteenth. Shelley spoke with someone from SREA about working together to plan Juneteenth which is shaping up to be an art display. Margie and Chandu will talk be part of a call with SREA about working on the committee. Alison Kellom suggested putting out a call to artists in the area. Sharon High School has display equipment that was purchased by Sharon Pluralism Network. Toben suggested space at the Community Center for hanging art. Shelley has also reached out to Broccoli Gallery for display space.

8. 7:32 p.m. DEIC final annual summary for Town Report. Toben shared a screen view of the final report with the edits that people suggested.

9. 7:36 p.m. DEIC Strategic Plan update review and approval. Toben updated the strategic plan for 2024 and 2025. It is an 18-month plan. It is five pages.

DEIC members were encouraged to think about attending meetings of other committees and boards in town.

It would be good to offer more on-boarding for new DEIC members.

The resource page has been fairly static. It would be good to update the resource page more often.

We haven't done anything to encourage boards and committees to seek diverse representation.

Both the Commission on Aging and the Disabilities Commission would welcome members of DEIC to join them.

We have bookmarks, a table cloth, and other print collateral thanks to Shelley and Alison. CP has been doing a great job connecting to high school students and groups.

Hanna would welcome suggestions and language for town proclamations from the Select Board.

Several members positively mentioned that gathering with the police department and Sgt. Chris will bring up the topic with Chief Coffey.

Shelley will be looking at larger gatherings of resource people.

Toben met with Heena Trivedi, the new Sharon Public Schools DEI Director. Toben invited her to attend an upcoming meeting and present if she wants to. She is the parent of children in Sharon schools. CP has met with her a couple of times and she has met with high school groups.

Lajos Kamocsky made a motion, and Margie seconded, to approve the updated strategic plan for 2024-2025. The motioned passed unanimously.

10 8:16 Announcements and upcoming events. There will be a third silent vigil sponsored by the Sharon Pluralism Network and the Sharon Interfaith Clergy on March 3 at 3 p.m.

Toben shared slides of the upcoming events for February, March, and April.

11. 8:25 p.m. Topics not anticipated within 48 hours of meeting. None

12. 8:30 p.m. Appreciations, regrets, and learnings

13. 8:36 p.m. Adjourn

Shelley moved that we adjourn and CP seconded the motion. All voted in favor.

See attached list of upcoming events February 2024 to April 2024:

Next meeting Thursday, March 14, 2024 at 7:00 p.m.

Submitted by Bill Kondrath

# February is

## BLACK HISTORY MONTH

Some read aloud books to celebrate  
Black History Month:

[https://docs.google.com/presentation/d/1LnsYUb-](https://docs.google.com/presentation/d/1LnsYUb-SxPsAaWokM00kK0pLUjm4vW2v1MULDYEdAxe/edit#slide=id.g10c36c9c284_0_0)

[SxPsAaWokM00kK0pLUjm4vW2v1MULDYEdAxe/edit#slide=id.g10c36c9c284\\_0\\_0](https://docs.google.com/presentation/d/1LnsYUb-SxPsAaWokM00kK0pLUjm4vW2v1MULDYEdAxe/edit#slide=id.g10c36c9c284_0_0)

**February 6-10:** NATIONAL SCHOOL COUNSELOR WEEK

**February 8:** Sharon DEIC meeting, virtual, 7 p.m.

**February 10:** LUNAR NEW YEAR • Confucian, Daoist & Buddhist

**February 10:** 2024 Sharon Chinese Lunar New Year Celebration Performance Show, Sharon Middle School Auditorium. 6:30 p.m.

**February 10:** The Great Sharon Bake Off. Register/info.:

<https://www.uusharon.org/happenings/the-great-sharon-bake-off/>.  
Unitarian Church, 4 North Main St., Sharon. 3-6 p.m.

**February 10:** A Day of Learning: Building Welcoming Communities. Arlington High School. Free, reg. required. 11 a.m.-2 p.m.

**February 11:** How to Talk with Your Kids About Upsetting Events. Reg. required. Temple Sinai of Sharon, 9:30 a.m.

**February 13:** SHROVE TUESDAY • Western Christian

**February 14:** VALENTINE'S DAY

## February (cont.)



**February 15:** NIRVANA DAY • Buddhist

**February 15:** SUSAN B. ANTHONY DAY

**February 16:** Dudley Davenport Gymnasium Dedication Night. 4:30 p.m. start. Sharon High School, Pond St.

**February 16:** First Music Mentor Day for 5<sup>th</sup> graders. Sharon HS Tri-M Music Honor Society. See flyer for sign up. 3:45 p.m.

**February 19:** PRESIDENTS' DAY

**February 19-25:** AROMANTIC AWARENESS WEEK

**February 20:** U.N. WORLD DAY OF SOCIAL JUSTICE

**February 22:** CHOSEN FAMILY DAY

**February 24:** MAGHA PUJA • Buddhist

**February 26-29:** AYYÁM-I-HA or INTERCALARY DAYS  
• Bahá'í

**February 26-April 1:** Math Enrichment Program for 4<sup>th</sup> & 5<sup>th</sup> graders by Sharon HS Math Team. \$45/6 sessions. 3:45 p.m.



## PROCLAMATION

**WHEREAS**, school counselors are employed in public and private schools to help students reach their full potential; and

**WHEREAS**, school counselors are actively committed to helping students explore their abilities, strengths, interests, and talents as these traits relate to career awareness and development; and

**WHEREAS**, school counselors help parents focus on ways to further the educational, personal and social growth of their children; and

**WHEREAS**, school counselors work with teachers and other educators to help students explore their potential and set realistic goals for themselves; and

**WHEREAS**, school counselors seek to identify and utilize community resources that can enhance and complement comprehensive school counseling programs and help students become productive members of society; and

**WHEREAS**, comprehensive developmental school counseling programs are considered an integral part of the educational process that enables all students to achieve success in school;

Therefore, Sharon Public Schools join with the Nation and do hereby proclaim February 5-9, 2024, as National School Counseling Week.

The Arlington Human Rights Commission & The Arlington Rainbow Commission proudly present

## A DAY OF LEARNING

Featuring Dr. **BLINDING**  
**WELCOMING COMMUNITIES**

Saturday, February 10th  
12 am - 2 pm  
Arlington High School

Featuring keynote speaker  
**Sasha Chanoff**  
Founder & CEO  
RelayRaid

With interactive breakout sessions

- Engaging in Constructive Conversations on Religion in Today's Complex Climate
- Actively Engaging in Combating Arlington's Legacy of Enfranchising Refugees

Free Admission Registration Required Refund/Reschedule Provided

With support from  
**LeaderBank**

## HOW TO TALK WITH YOUR KIDS ABOUT UPSETTING EVENTS

What is the event?

Recent and ongoing national and international events have prompted many parents and adults to wonder how best to discuss such events with their children and youth. On February 11th, a clinical psychologist at McLean Hospital and faculty member at Harvard Medical School, Dr. Caroline Kaufman, and a social worker and community reengagement support person, Yassin Letwin, will host a workshop for parents focusing on how to discuss challenging news and other events with and foster resilience in youth and children. The workshop will provide frameworks for discussing upsetting events within families as well as an opportunity for community members to also learn from each other. We hope you will join us.

Who will be speaking?

Dr. Caroline C. Kaufman, PhD (pronounced shurker) is a clinical psychologist and academic researcher at McLean Hospital and Harvard Medical School (HMS) in the Spirituality and Mental Health Program. She earned her PhD in Clinical Psychology with a focus in CSM and Family Studies from the University of Memphis. Dr. Kaufman completed her postdoctoral fellowship at Yale University School of Medicine/Yale New Haven Hospital in the Adolescent IOP and Pediatrics Department and her postdoctoral fellowship at McLean Hospital (HMS). Recently, her research focuses on the intersection of adversity, mental health, and spirituality/religion.

Yassin Letwin is a social worker with an MSW from Israel. She was born and raised in Israel and moved with her family to the Boston area recently. Yassin has 10 years of experience in vocational rehabilitation. As a case manager she assisted people with all kinds of disabilities, chronic illness, mental health issues and more. She has experience in facilitating support groups and workshops around occupational challenges and health issues. Outside of work, she is a wife to Malan and mother of Tuvia, Yotam and Uri. In her spare time, she enjoys practicing Yoga and exploring nature.

When and where?

2/11/2024, Sunday, 9:30 a.m.  
Temple Sinai of Sharon  
25 Canton St, Sharon, MA 02067

Please RSVP Here:  
<https://forms.office.com/r/230VwqTtUc>

Refund/Reschedule | 781-647-7633 (3327) | Day Connect  
Middleton Headquarters | English | Canton | North Shore

The Sharon High School chapter of the Tri-M Music Honor Society presents

## Music Mentorship

Why?

To foster connections between elementary school and high school students & share information about music opportunities in Sharon Public Schools!

What?

A free in-person mentorship program between 5th grade students and high school members of the Tri-M Music Honor Society.

How?

The first mentor day will be held at SHS on Friday, February 16, 2024 from 3:45 to 4:45pm. Based on the quantity of elementary school students who sign up, there will be both group lessons and one-on-one tutoring sessions. Sessions will be held the second Friday of each month.

How do I sign my child up?

Fill out this form by February 9!  
<https://forms.office.com/r/2a02QmUc131a0a2a02>

Tri-M Music HONOR SOCIETY

## DUDLEY DAVENPORT GYMNASIUM DEDICATION NIGHT

FRIDAY, FEBRUARY 16  
SHARON HIGH SCHOOL  
181 POND STREET, SHARON, MA

6:30 PM GIRLS' VARSITY BASKETBALL GAME VS. STOUGHTON  
6:00 PM GYMNASIUM DEDICATION  
6:30 PM BOYS' VARSITY BASKETBALL GAME VS. STOUGHTON

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SCU



### Support your SHS student athlete

- Join the Boosters meeting, February 7 @ 7pm (SHS Rm 1108),
- Become a supporting member [sharonschoolsports.com/membership](https://sharonschoolsports.com/membership), or
- Buy SHS apparel from the Boosters [sharonschoolsports.com/apparel](https://sharonschoolsports.com/apparel).

Sharon High Boosters is a non-profit, volunteer organization that fosters school spirit and supports SHS Athletics. We fund SHS athletic team needs that are not covered by user fees and grant scholarships to student-athletes.\*

\*Our past purchases include: Baseball/Field Hockey Scoreboard, Indoor Practice Time for Spring Sports, Golf Cart for Trainer, Stadium Field Snack Shack/Ticket Booth, Sailboat, Baseball Batting Cage, Tennis Windcreens at Sharon Middle School, Championship Banners Hanging in the Gym, Continuous Funding for Various Athletic Teams Equipment Needs

## Math Enrichment Program

By: Sharon High School Math Team

Open to all 4th and 5th graders

Date: Mondays from February 26 to April 1st, 3:45pm - 4:45pm

Location: Sharon High School Library

Cost: \$45 for 6 sessions

We provide an enriched learning environment for high school math team competition.

Students are exposed to new, intriguing areas of math and their applications. Through hands-on learning, students can hone their problem-solving and critical-thinking skills.

Sign up using the QR Code or the following link: <https://forms.office.com/r/2a02QmUc131a0a2a02>

Follow us on Instagram: @sharonschoolsports

## March is

### NATIONAL WOMEN'S HISTORY MONTH

**March 1:** NINETEEN-DAY FAST • Bahá'í  
**March 2:** NATIONAL READ ACROSS AMERICA DAY  
**March 8:** INTERNATIONAL WOMEN'S DAY  
**March 8:** MAHA SHIVARATRI • Hindu  
**March 11-April 9:** RAMADAN • Islamic  
**March 14:** Sharon DEIC meeting, virtual, 7 p.m.  
**March 17:** ST. PATRICK'S DAY • Christian  
**March 18:** CLEAN MONDAY • Eastern Orthodox Christian  
**March 19:** VERNAL EQUINOX  
**March 20:** NOWRÚZ • Zoroastrian (Bahá'í)  
**March 20-24:** NATIONAL LGBT HEALTH AWARENESS WEEK  
**March 21:** INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION

## March (cont.)

**March 21:** TWO-SPIRIT & INDIGENOUS LGBTQ+ AWARENESS TO CELEBRATION DAY  
**March 24:** PALM SUNDAY • Western Christian  
**March 24:** PURIM • Jewish  
**March 25:** HOLI • Hindu  
**March 26:** HOLA MOHALLA • Sikh  
**March 29:** GOOD FRIDAY • Western Christian  
**March 31:** EASTER • Western Christian  
**March 31:** CESAR CHAVEZ DAY  
**March 30:** *Beau McCall: Buttons On!* Opening reception with the artist including discussion of exhibit's pop culture and social justice themes. Fuller Craft Museum, 455 Oak St., Brockton, MA. 3-5 p.m. <https://fullercraft.org/programs/beau-mccall-buttons-on-opening-reception/>  
**March 31:** INTERNATIONAL TRANSGENDER DAY OF VISIBILITY

## April is

ARAB AMERICAN HERITAGE  
MONTH

GENOCIDE AWARENESS  
MONTH

NATIONAL POETRY MONTH

**April 2: WORLD AUTISM AWARENESS DAY**

**April 5:** Sharon Youth Baseball and Softball Assoc. (SYBSA) Season Opener. SHS Peckham Park field, Sharon High School, Pond St., Sharon. 4:30 p.m.

**April 6:** LAILAT AL-QADR • Islamic

**April 10:** EID AL-FITR • Islamic

**April 10:** NATIONAL YOUTH HIV/AIDS AWARENESS DAY

**April 11:** Sharon DEIC meeting, virtual, 7 p.m.

**April 12:** DAY OF SILENCE

**April 13:** VAISAKHI (also spelled Baisakhi) • Sikh

**April 17:** RAMA NAVAMI • Hindu

**April 20-May 1:** FESTIVAL OF RIDVÁN • Bahá'í

## April (cont.)

**April 22:** Earth Day

**April 23-30:** PASSOVER/ PESACH • Jewish

**April 23-29:** ALA's NATIONAL LIBRARY WEEK

**April 24:** THERAVADA NEW YEAR • Buddhist

**April 24:** ARMENIAN MARTYRS' DAY

**April 26:** LESBIAN VISIBILITY DAY

**April 28:** PALM SUNDAY • Eastern Orthodox Christian



## Sources of Observances & Events

Individual community submissions, Sharon DEIC member announcements, and Sharon Public School's Dispatch

Anti-Defamation League (ADL) Calendar of Observances 2024:

<https://www.adl.org/sites/default/files/documents/2023-06/calendar-of-observances-2024.pdf>

GLSEN's School Year Calendar: [https://www.glsen.org/sites/default/files/2023-08/GLSEN\\_School\\_Calendar\\_2023\\_24.pdf](https://www.glsen.org/sites/default/files/2023-08/GLSEN_School_Calendar_2023_24.pdf)