

MEMBERS PRESENT:

Selectman Tim Kaelin
Asst Town Administrator Becca Meekins
Mariam Ibrahimi
Mary Leach
Hamilton Soriano
Diedra Wrighting
Virginia Simms George



GUEST PRESENT:

Chief David Parenti

MEMBERS ABSENT:

Lauren Bailey-Jones

OPEN AND WELCOME FROM MEETING HOST, Assistant Town Administrator Becca Meekins:

Selectman Kaelin welcomed the committee to the April 1st, 2021, meeting of the Northborough Diversity & Inclusion Committee Meeting at just past 7 PM. Becca Meekins followed with provisions of the open meeting law.

Ms. Meekins: Pursuant to Governor Baker’s March 12, 2020, orders suspending certain provisions of the open meeting law General Laws Chapter 38 Section 18 in the Governor’s March 15, 2020 order, imposing strict limitation on the number of people that may gather in one place this meeting will be conducted via remote participation. No in person attendance by members of the public will be permitted. This meeting will be streamed live but will not have an option for public participation. To view or listen only, please visit the Town of Northborough’s web page which will bring you to the Town of Northborough’s You Tube link.

OPEN DISCUSSION:

Selectman Kaelin initiated roll call for attendees present.

Ms. Ibrahimi: Present	Ms. Wrighting: Present
Mr. Soriano: Present	Ms. Leach: Present
Ms. Meekins: Present	Ms. Simms George: [Not Present for roll call]
Selectman Kaelin: Present	Chief Parent (Guest)i: Present

Selectman Kaelin: First order of business is to approve Meeting Minutes. Anything to add/correct? Motion to approve. Roll call vote:

Ms. Ibrahim: Aye	Ms. Holland: Aye
Mr. Soriano: <i>Not present at 2/4 mtg</i>	Ms. Leach: Aye
Ms. Meekins: Aye	Selectman Kaelin: Aye
Ms. Wrighting: [Abstains. Not present for entire March 4 meeting]	
Ms. Simms George: [Not present for motion to approve minutes.]	

SELECTMAN KAELIN: Welcome Chief Parenti and thanks him for his hard work particularly over the last six months with the Covid-19 vaccination. Asks Chief Parenti what we as a committee can recommend to the Board of Selectmen that would be helpful to the Northborough Fire Department. This is also an opportunity for the committee to learn more about the Northborough Fire Department.

CHIEF PARENTI: Chief Parenti shares his background with the committee. He began as a young volunteer in 1978 when the department was male and white. And in 2021, it is male and while and expresses this is a shame. Chief’s greatest challenge is with recruiting. Began his full-time career in 1986 in New Hampshire. Retired from NH after 29 years and joined the Northborough Fire Department in 2016. Chief sees the diversity in Northborough but everyone else may not see what they see. Chief implemented a department manual when he came on board. One thing he added was a Code of Ethics, Code of Conduct, and Core Values – what he expects of his firefighters. Every firefighter receives this manual and signs that they have received. 24/7 365 days a week, they are a Northborough firefighter.

Shared a page from the Standard Operating Guidelines on Discrimination. Chief added that the Standard Operating Guidelines are reviewed every year. During the interview process, he puts applicants in an uncomfortable scenario to gauge their reaction/response – are they willing to make an unpopular decision. Can he control what his firefighters are doing out in the field?

They have a Quality Assurance/Quality Improvement Program to review the care that was given on a call and to ensure it was appropriate.

His greatest challenge is hiring. They require firefighter paramedics. Two weeks ago, he received 4 applicants. All white males responded. Three are paramedics, one is in paramedic school. They require the paramedicine certificate but many do not have it.

Must live within 15 miles of Northborough border. Pushed ad out through all of their web sites, MMA, social media, goes out statewide. They no longer use the paper to advertise positions.

Just lost a firefighter to Marlborough.

Our fire department does not reflect the diversity of our community.

SELECTMAN KAELIN: Asks Chief if the 15-mile requirement is a state requirement or town.

CHIEF PARENTI: After 9/11, the state said you live within 10 miles of your fire station unless your collective bargaining agreement (if you have a union) says something different. When Chief arrived in Northborough, his bargaining agreement read must live within 15 miles door to door. He felt it needed to be expanded and it was changed to 15 miles border to border. Improved retention but not enough. He does not believe in residency requirements. He removed the requirements when he was in New Hampshire. If we are going to have a restriction, should be a time restriction, not miles. Firefighters cannot afford to purchase a home in Northborough. The majority of Chief’s firefighters live out of town.

SELECTMAN KAELIN: Agrees the 15-mile limit is an unnecessary cap on possible recruitment.

CHIEF PARENTI: Chief added the mileage limit restricts them too much and he has lost potential applicants due to the limitations.

MS LEACH: Mary asked what the requirements are to become a Firefighter and how do they differ from Firefighter/Paramedic.

CHIEF PARENTI: In Northborough, we run an ALS Ambulance Service, Advanced Life Support Service, and because of this, we only hire paramedics. Since Chief has been here, that's all they look at. They even train paramedics to be firefighters. Westborough will hire a basic EMT with the understanding they will be a paramedic within three years which costs \$12,000 plus the time to be on duty. Smaller departments like us makes it more difficult to do that. To get your Paramedic, you either get your certificate which is 18 mos of schooling or an Associates in Paramedics. More are going for their Associates as it is the initial step to a Bachelors. Chief does have several guys who have their certificate. Must have good Math and Science skills. They have to be able to calculate drug dosage by body weight when in the field. Once hired, before you walk in the door, there is a full background and criminal check, driving check, no psych exam (at this point in time), and a physical aptitude test (PAT) the state gives. You do not need to be a firefighter to pass the PAT but everything it is comprised of is firefighter related (upper body for example to pick up a ladder). Must have physical with drug screen. Once you walk in the door, you go to the fire academy for 10 weeks, Mon-Fri which includes one hour of PT (intensive program). They graduate at the end of 10 weeks then can be considered to be a probationary firefighter which is for 12 months. Paramedic training also requires clinical time (hospital and ER with rotations such as in OB) and then ride time with an ambulance, and this is uncompensated unless they have been hired.

MS. WRIGHTING: Thanks Chief for attending. Would like to learn more about recruiting in Boston and further away cities.

CHIEF PARENTI: Just about all departments within our area have residential clauses within their collective bargaining agreement or they adhere to the state residential clause which is the 10 miles door to door or 15 miles, 25, 30 ... they all have something. The hiring process is intense to determine if the applicant has the skills. If someone takes the job after getting through the application process and is from Boston and then the applicant decides not to move, then I've wasted the town's money. We also do not want to hire and train and then they move back to the town they came from with the skills they picked up from us at our expense.

MS. WRIGHTING: You mentioned you can accept a firefighter and train to be a paramedic. Is the reverse is true as well?

CHIEF PARENTI: The reverse is more common – hire a paramedic who trains to be a firefighter. Someone often decides they want to get into paramedicine and they get their degree and start working for a private ambulance service, the problem with private EMS is it does not pay well and there is no retirement plan. So they will get to certification and then they begin looking for jobs in a fire department. Then when they are hired, he can send them to 10 weeks of firefighting school versus 18 months of paramedic school. They do not hire any firefighters without paramedic training. If he hires a firefighter who is not a paramedic, then he is down a paramedic on a shift and they do 68-70% EMS calls.

MS WRIGHTING: Science is trying to get more diversity into science careers so they've created pipeline programs for students. Have you heard of something similar for firefighting? Get them young, get them interested, what it means to be a firefighter? Get them to ride along?

CHIEF PARENTI: Fire service is often in the family ... son, to son, to son. Have you heard of the Explorers, a division of the Boy Scouts of America? At one point, Northborough had a Fire Explorers program. These are boy scout age boys and girls interested in fire fighting or ambulance service. They attend regular meetings, attend training, assist on the scene. Thought the program was great. Doug Palsy was an Explorer and is one of his senior men now up for Captain soon. Westborough has an Explorer program. And you do not need to live in Westborough to participate. We all got busy, and the program fell apart. We are going to revisit. Covid delayed the plans to get the program back. It is a great way to bring young people in. Many high schools and vocational schools have firefighting and EMT programs. Chief has not seen the programs available in this area. Fire departments get a lot of their firefighters from the volunteer Call Program. Brian Hatch came through the Call Program. There are minimum training and response requirements. Would like to get the Explorer program back up and running once Covid is behind us.

MS LEACH: Mary asked Chief if larger communities such as Marlborough or Shrewsbury where there is greater diversity have more than white males on their departments.

CHIEF PARENTI: They do. Marlborough and even Westborough has at least one female paramedic. Marlborough has a couple of women who Chief assisted with their promotional process. The Marlborough Chief is from NH so we are friends. One of the women was promoted to Lieutenant. And there are a couple of female firefighters. The big difference between us and Marlborough or Shrewsbury is they do not run EMS. They have private EMS. Marlborough has Patriot that does their EMS. They do respond, but they respond as a First Responder. But is largely white males. The perception is females have to work twice as hard and have to be twice as good, because they feel they are being looked at by everyone on the job. And this is not fair. When he interviews the women, he has asked if they feel it is fair. They respond that they do not feel it is fair, but it is reality. The Northborough Department does not have separate quarters for females. The new proposed Fire Department would have separate sleeping rooms.

SELECTMAN KAELIN: Tim added perhaps it's fear and hesitation from lack of experience of men and women working together on the department.

CHIEF PARENTI: That is very accurate. Chief added he has worked with many women on the job. As long as they can do the job, that's all he cares about. But you are right, it is fear of the unknown. That is my job as the Chief to set the tone for the Captains who set the tone for the Firefighters that it will be accepted and we will work through that.

SELECTMAN KAELIN: The best cure for that is experience. Just doing it. Could you just touch quickly on how helpful the new fire station will be from a personnel standpoint.

CHIEF PARENTI: If any of you have not been to visit, you are all welcome to visit us once Covid is gone. When they built the station in 1972-74, it was built with all volunteers in mind. 2nd floor was wide open, and we did not do EMS. Now he has three ambulances and 20 full-time firefighters, bedrooms built upstairs. There was just one bedroom and one workout room. Four firefighters per shift in one bedroom. Now the workout room has been moved downstairs so the firefighters can spread out. But there is no privacy. Firefighters work 8-8, two days off, 8-8, four days off. That rotation is the same regardless of holidays or weekends. It is difficult to find space to study, be alone, even take a shower. The new station has individual quarters built in. So we could sleep up to 7 bedrooms. Five on duty. Each person would have their own bedroom while on duty. And, we would have separate bathrooms for each. Cancer has become the most deadly for firefighters. We are losing more firefighters to cancer and suicide because everything built now is artificial and full of carcinogens. When firefighters come out of a fire, they strip down and get back to the station to get the chemicals off of their skin.

Right now there is only one shower. With five showers, they can get into the shower and get the chemicals off of their skin quickly. They have designed private showers for each living quarter. This will make recruiting easier. Coming into a new station where they feel valued with separate sleeping quarters will help.

MS. WRIGHTING: One thing we've been asking everyone about is training. What type of training do firefighters receive both while interacting with co-workers as well as a paramedic dealing with health equity issues.

CHIEF PARENTI: There is required continued education where they do cover diversity training but it is a small amount. What they do is IAF and the IAFC is constantly putting out programs on diversity and on dealing with those who are in special needs, programs for recruitment and retention. We make these training hours available to all of our personnel. Every year the Fire Chief's Association has a big 4-day conference in Worcester. He requires his Captains attend. They have programs on Diversity at the conference.

MS. LEACH: Chief mentions Westborough is paying more than Northborough. Are we far apart and do you feel this is impacting recruiting efforts?

CHIEF PARENTI: We are much closer than we use to be. We are not going to compete with Westborough. Their tax base is radically different than our tax base. Firefighters contract shop. So it may be better in the long haul to be in Northborough.

MS. LEACH: What communities are we similar to?

CHIEF PARENTI: We are similar to Southborough. You have to look at the entire package. Northborough pays \$20 per hour but we cover more insurance. Concord pays more, but they pay 50% of their insurance. Are we comparable to other departments? We are closer than we ever were? Sure we could be higher. Young people do not look at the whole package. They are looking at what is in their pocket on Friday morning ... they are looking at the short haul. Many are still covered under a parent's insurance. Becca would you agree with this?

MS. MEEKINS: Every negotiation cycle that comes up with a union is when we look at comparable wages. In terms of negotiating, you want to know where you are with respect to your competition. We go through this every three years. Like Chief said, all of our contracts are up June 2022 so we will start negotiations for the next round this coming fall. Northborough is a suburban, fairly small community. We do not see 4-alarm fires often. Especially young people coming into fire service with a passion for fighting fire, they want to be in a city where there is action, where they are going to be on calls constantly. We are never going to be that. We are losing Rich to Marlborough because he has always wanted to work in a big city. Rich was a diamond in the ruff. He told Chief he always wanted to be a firefighter in a big city. Marlborough does not fight more fire in any one station than we do, but when we do 68-70% EMS calls and deal with sickness and death, you can get burnt out quickly. Rich wants to fight fires. Maynard has turned over their fire department twice in 10 years ... losing people to Boston, Newton, Chelsea ... anywhere there's a big city where they can fight fires.

MR. SORIANO: My question touches on the paramedic piece of it. How many communities are requiring that?

CHIEF PARENTI: Most of the smaller communities are fire-based EMS. Their EMS works out of their fire department. So, getting more bang for the buck. You're getting firefighters and paramedics. Like with us, with five on a duty, if we get a fire call, five go on the engine. If it's a medical call, two on the ambulance two go on the squad. Northborough, Southborough, Westborough, Ashland all run fire-based EMS. Bigger departments such as Worcester, Shrewsbury, Marlborough have private EMS. Those places have had EMS or are trying to get EMS. The ones who will hire the As or the Basics and train them up are starting to grow. Ashland just put out a

posting hiring As or Basics who have to become a paramedic within three years. If I put out an ad for an A or Basic, I would have 4 times, 5 times, 10 times the numbers of numbers of a paramedic.

MR. SORIANO: That education piece is putting a lot out of the running.

CHIEF PARENTI: It is. Fortunately we provide the EMS. That's really important. The problem with private EMS is you do not have control over the service they provide. In Northborough, we bill for our ambulance calls and use that money to offset running our department. This year will be somewhere around \$500,000-\$600,000 that we will use to help offset running the department. That helps a lot. But it is that scary part. Many cannot afford to go to paramedic school and put food on the table. If we hire them and send them to school, we run the risk of another community hiring them. For example, Westborough hires them at \$4 an hour more. There are ways around that. There are contracts that say if we pay you to go to school, you owe us five years of service. For every year of service, a percentage drops off. At the end of five years, you have paid us back. The problem is collecting the funds if they leave after one year, for example. A lot of departments up north do this.

MR. SORIANO: In the private sector where I work, they do sign-on bonuses. Same type of thing.

CHIEF PARENTI: It is frustrating. There are many good people out there that want to do the job but just do not have access to the money to go to school. There's also a big time commitment.

MR. SORIANO: That's where you are going to find the most diverse group ... getting that piece of education paid for by the town of Northborough.

CHIEF PARENTI: I don't disagree with you at all. You are absolutely right. The problem is they need \$12,000 for school, they also have to go through the 10-week fire academy. I have five guys a shift, so that means someone is gone from that shift and I have to pay overtime to get the shift covered. I have seen contracts where you have to pay everything back. Tuition and any time that we covered for you. You are right, it would open our doors more.

MR. SORIANO: There needs to be a retention piece or it does not make sense financially.

CHIEF PARENTI: Our medics get a stipend for being a paramedic. They get their base pay. The post I just did includes the stipend. They also get a \$6550 stipend once a year for maintaining their paramedic. So they get extra money which is a great incentive. But it is that educational portion.

MR. SORIANO: Thank you.

CHIEF PARENTI: If you know of anyone who has interest, have them drop me an email. I will let them know the steps. And if you have any questions, do not hesitate to call me or email.

SELECTMAN KAELIN: Thanked Chief for joining us and will reach out to him separately with some questions. Next item on the agenda is the survey. I've been swamped at work and have not had a chance to look at the survey this week. It was open until the beginning of the week but I've not had a chance to look at it again. Tim will look at it before our next meeting and will have more numbers and information from the results of the survey. Next up we have the guest agenda for our upcoming meetings. Becca and Tim had a discussion about which boards and committees would make sense to have and pair up.

MS. MEEKINS: Lauren was able to secure a meeting with the Superintendent and the Coalition for Equity on May 6th which is our first May meeting. In June, we have the Community Affairs committee and the Parks & Rec Commission/Director of Parks & Rec. In July we have the Library Director and Senior Center Director coming in and possibly a representative from each of their committees/trustees. In August, we are looking at the Cultural

Council and the Historical Commission and possibly the Planning Board but we'll have one more discussion about that. So, our calendar is filling up quickly. Everyone Becca reached out was very happy that we had reached out.

MS. WRIGHTING: When we were brainstorming we came up with a good list. Do we want to talk to local businesses or is that outside of the scope.

MS. MEEKINS: Mary sent us an email on this. Mary do you want to fill the committee in?

MS. LEACH: Mary had spoken with some residents of Northborough who expressed doubt in the use of a diversity committee in Northborough. Mary felt these residents were not informed, and we need to do a better job in our community of informing residents on DE&I. Mary shared she was not as informed a couple of years ago either but now better understands the challenges people are facing. Mary added she and her husband had dinner recently at Yoong Tung and shared with the owner that she is a member of the newly created committee. New had not heard about it, and he was happy to hear about Northborough's efforts to make our community more inclusive. Mary thought it would be great to invite some of Northborough's minority owned business owners to a meeting.

MS. WRIGHTING: Diedra asked about what we can do with respect to housing to help prospective home buyers feel included and welcomed. How could we do that?

MS. LEACH: Mary suggests taking a look at the town of Wayland's district web site. They have on their main page a link to their Equity Lens newsletter where they share their community's information and their progress on diversity, equity and inclusion. Mary urges Northborough's Coalition for Equity to move forward quickly in getting something on our school district's web site to show how important this is to us, to show this is a priority to Northborough.

MS. WRIGHTING: They are working on a Diversity Statement for the district. They have looked at other districts. Diedra doesn't know if they looked at Wayland, but she will suggest it. They looked at the diversity statements and picked out aspects of those statements that they felt were important to include in their recommendation. All of the work is due in May, and then the district will begin to update the web site. Diedra sits on a committee that helps teachers find resources such as increasing the diversity of books they have or how to have a conversation on diversity with their students. They have compiled a list of resources they can then access. There will be a resource section on the web site that will be broken down by age and topic. There is also a Tools section that faculty can also use. And this is just one committee on curriculum. We also have a committee that's been working on the mascot. We also have a committee about policies that has developed a method to go through all of the school's policy and to look at them with an equity lens. A lot has been done, but it has not yet been publicized. This is something we can talk about when they come in May.

MS. LEACH: Even to mention on the web site that there is a committee so when people are looking at Northborough and/or Southborough as a possible place to move, they can see DE&I is a priority. We also talked about putting something on the Lions Club sign. That sign has been empty for a couple of weeks now. Did we reach out to them and get resistance or have we not reached out to them?

MS. SIMMS GEORGE: Virginia offered to reach out to Skip and get Tim and Skip connected.

MS. LEACH: I know we are just working on recommendations. Could we implement even some of the smaller recommendations such as getting something on the school site or on the Lion's Club sign?

MS. SIMMS GEORGE: Virginia asked if we are on the town web site yet.

SELECTMAN KAELIN: Confirmed we are. Just to get back to the small businesses in town, I agree with that. I think that's a wonderful idea to have businesses of all backgrounds come in.

MS. SIMMS GEORGE: Virginia mentioned Applefest and the taste of Northborough would be great opportunity for local restaurants to come together.

MS. LEACH: Perhaps the Community Affairs Committee could help us with that. Are they planning an Applefest for this summer?

MS. SIMMS GEORGE: Virginia offered to reach out to the Community Affairs Committee.

SELECTMAN KAELIN: With respect to having the businesses in town coming to our meetings, I think we should hold off until we make our presentation to the Board. After looking at the schedule, we have a full slate for May-August. September-November we will be focused on our recommendations for the Board. We will have some budgetary requests in October. Presentation to the Board will be November-December. They approve or not approve what they are going to move forward with. Approving the continuance of this committee should be very easy for them to approve, and then we just pick up from there with the small businesses. The taste of Northborough at Applefest is definitely something we can do this year. That will be a great way to market the diverse businesses in town as well as a great way for our committee to meet with the public, to Mary's point, who do not know what we are about or what we are doing.

MS. SIMMS GEORGE: We could have a booth during the street fair. They may even let us have the booth without cost. The key is to find out if we can have the event or will it be virtual. I will try to have that answered by the next meeting.

SELECTMAN KAELIN: That sounds great. Does anyone have any new business or thoughts on anything?

MS. WRIGHTING: We were discussing focus groups. And there is someone who can train us on having conversations. His name is William Lewis and he does training called Brave Conversations. He told Diedra that he had a connection with Tim. Diedra asked him if he would come in to do training for us. Diedra let him know we want to be able to set ground rules for our focus groups. How will we diffuse situations that come up. And, there may be other things you are concerned with. He has done a mock facilitation with Diedra where they start mimicking things and then one or two people act as if they are facilitating the group.

MS. LEACH: I love the idea.

MS. IBRAHAMI: Love it too.

SELECTMAN KAELIN: That would be great. Tim spoke with him and had a really good conversation. The course cost is \$295.

MS. WRIGHTING: He would do this for us. He has a consulting business that does DEI work corporations and towns, etc. Maybe we will throw his name in the hat when we are looking for somebody (if it happens in our proposal). Diedra gives him a lot of business. Because of their relationship, Diedra feels he will come in without charging the committee.

SELECTMAN KAELIN: His course is 7 weeks long. And that course is the \$295. Tim has signed up to take it and start with it in a couple of weeks. Seems worth the investment. The training will be helpful for us and his committee. Tim can also use the training professionally,

MS. SIMMS GEORGE: Asks Tim if he would kindly tell us how the training is and when the next course is. Right now, Virginia could not do it but would be interested in the future.

MS. WRIGHTING: Diedra thinks he is running them quarterly. Diedra was in the first cohort in the fall. He just finished one. Perhaps it is not quarterly. He also has a podcast. He is going to have Robin DeAngelo on his podcast. Robin is the author of *"White Fragility"*.

SELECTMAN KAELIN: And Verna Myers who Tim works with is also going to be on. Anyone have anything else?

MS. MEEKINS: A couple of things quickly. Becca was appointed to the Mass Municipal Association's Diversity & Inclusion Committee. Had first meeting March 31st and it was great to talk with other municipal leaders who are basically doing this. Lots of towns are creating DE&I committees. What does the work they are doing look like? Are they focusing on one area, is it a broad brushed? One of the things that the DE&I group for the MMA did is put out a statement on what happened in Georgia similar to what our group did. We received direct feedback from one person. There was concern that we labelled or referred to it as a hate crime because the state of George has not yet made a determination as to whether or not it will be labelled as such which I thought was interesting. It did make me think about the language we use and how it impacts people. The state DE&I committee that Becca sits on received the same exact feedback. This is telling about where people stand. The majority of the feedback was positive. I am happy about what we put out. I do not have hesitancy about the language we chose. But it is good to think about the feedback and what it means.

SELECTMAN KAELIN: I agree with you. As John Lewis said, if you are not making good trouble, you are not doing your job. The type of response we got is the type of response we should get. It's a different viewpoint. It is important to hear from everybody.

MS. MEEKINS: Becca also sat in the Women Leading Government meeting this morning. They have a panel of women in leadership positions across the state. One of the women who spoke was Jen Collins Brown, Fire Chief in Topsfield. She talked a lot about what it means to be a woman in the fire service ... a lot of the barriers she sees. A lot of them had to do with the PAT. A lot of movement on the state level about changing the test and modifying it to be more modern. She is only the 4th woman in the Commonwealth to be a fire chief.

MS. WRIGHTING: Thanks for sharing that. It really makes me wonder how many other perspectives we should be bringing in. We spoke with one person. Once we are putting this together in September, are we going to be taking what we heard and reflecting that back? Like you just said, you brought in another voice. Does that make sense?

MS. LEACH: Mary makes reference to the other communities DE&I plans and digging deeper into those.

MS. MEEKINS: Mary and I have been reviewing the DE&I plans that were circulated to the committee. We are going to be making immediate recommendations in about six months to the Board. Developing a scope of work for a future DE&I Consultant is where it will all come together.

SELECTMAN KAELIN: Becca and I had a conversation about the last couple of meetings we have had. Things are really coming together. Tim extends a thank you to the committee. The committee returns their appreciation to Tim.

ADJOURNMENT:

Selectman Kaelin moved the Committee vote to adjourn.

Roll call taken as follows:

Mr. Soriano: Aye	Ms. Leach: Aye
Ms. Meekins: Aye	Ms. Wrighting: Aye
Ms. Ibrahimi: Aye	Ms. Simms George: Aye
Selectman Kaelin: Aye	

Meeting is adjourned at 8:57 pm.

Respectfully submitted,

by Mary Leach

Clerk, Northborough Diversity & Inclusion Committee