Weston DEI Advisory Committee

4.17.23 Meeting

In attendance:

* Vanessa Richards
* Melissa Conner
* Wendy Ramos
* Amy Jenner

The committee discussed that with Gillann stepping down from her Chair position that the committee would benefit with a discussion around the governance structure to consider creating two Co-Chairs for a two-year period each. This consideration was taken so that the weight of the work could be shared more equally amongst the Chairs. It was discussed that at the one-year mark, a review would be held with the Co-Chairs to ensure the tenure and Co-Chair structure is effective. A vote was taken and passed to appoint Vanessa and Melissa as Co-Chairs of the DEI Advisory Committee.

Next, the discussion moved to consider the need to identify and refine the additional roles and responsibilities of the DEI Advisory Committee. The Weston DEI PowerPoint proposal dated 24 October 2022, was shared with committee members whereby the relevance of having a Secretary, Finance Chair, and Marketing &Communication Chair were discussed. It was noted that the Finance Chair could be renamed “Treasurer” to be in line with other town committees. It was agreed by all members that these positions were relevant in form and should be filled. Amy advised she would provide the contact connections for the other town committee Marketing Chairs for further outreach.

It was determined that the Town of Weston’s current DEI Mission and Vision Statements should remain as written in the DEI Purpose Statement, and the four strategic directives which were tasked by the BOS on January 21, 2021, to the DEI Advisory Committee were discussed.

There are currently four strategic directives given.

1.Recommend policies designed to improve and advance the recruitment and retention of employees and officials that are underrepresented, marginalized groups in Weston.

2. Propose to the BOS programs that foster awareness, build relationships, and actively address systemic and institutional racism.

3. Propose to the BOS means to facilitate the increase in representation of diverse populations throughout the community and maintain a welcoming and affirming town environment.

4. Advise the BOS with respect to other matters concerning Diversity, Equity, and Inclusion that provide a pathway to inclusive excellence throughout the Weston community

Directive #1. was discussed, the committee could look at best practices being used by Fortune 500 companies and focus on providing various educational resources to advise best practices for municipal hiring opportunities.

Vanessa advised she would put together task initiatives for the next meeting for review to work towards meeting the four strategic directives.

Vanessa will be reaching out to Lachat to ask if they would be interested in partnering for Juneteenth Day.

Wendy will attend the library music event on 4/23 to for potential recruiting of new committee members.

Vanessa will ask Ian to attend the next meeting for an update.

10:00am. meeting adjourned