

Weston DEI Advisory Committee

Meeting Notes for July 24, 2023

In attendance:

- Wendy Ramos
- Vanessa Richards
- Amy Jenner

Meeting called to order.

Vanessa announced she will be resigning as Co-Chair of the DEI committee because she is relocating out of state for a new job. This is going to be my last meeting, and she is moving in a month.

Vanessa asked Amy if we had a quorum, and Amy advised that we did.

Melissa, Vanessa, and Amy put together the following objectives for the DEI Advisory Committee.

- 1) Promote diversity and belonging in Weston by first creating programs that create a greater understanding of minority and marginalized groups.
- 2) In conjunction with Human Resources, advise on policies that advance the recruitment of employees and officials that reflect the composition of the town.
- 3) make recommendations to the town of Weston on programs, amenities, and statements of intent that create an affirming environment
- 4) provide support to institutions, library, school, police, fire, Ems to ensure that resources reflect inclusion of all races, ethnicity, ages, gender, and abilities.

Amy advised the DEI committee currently is set to be 9 people and two alternates. The BOS has agreed to attrit down the DEI advisory committee to a number that's more manageable. The BOS also agreed that the DEI advisory committee can nominate from within, and then go to the BOS for final approval.

Amy advised she wrote a volunteer handbook for committee members. The only two committees that are compliant with FOIA are the DEI Advisory Committee and Lachat.

Vanessa stated that we should think through the recruitment efforts for the DEI Advisory Committee. With respect to the Juneteenth, and Pride library events sponsored reinforced the more work we can do through the library, the better. The presenters for both events were incredible.

We need to market these events more robustly. We don't think it's lack of interest, but not enough marketing.

Amy shared that the Pride signs were taken down by someone at Weston Center and the Four Corners. The signs are too small, we need to make them bigger, we recommended asking the Weston marketing committee to help us.

Vanessa asked if Wendy wants to be joint Chair with Melissa, to be discussed in the next meeting.

We need to start putting out inquiries to get others interested in planning events, (even those within other committees that might be interested) to do some of the work that needs to be done for new events.

Actions Items:

- 1) Vanessa-Wendy—Melissa to regroup to discuss transition steps
- 2) Amy to send out charter to the Committee
- 3) Amy to send demographic data to the Committee
- 4) Recruitment efforts to be identified and rolled out
- 5) Identify Events to Focus on for next year
- 6) When is DEI Advisory Committee on the BOS Schedule (along with Ian)? (Amy is going to advise us)

Next Meeting, September 25th Virtual 7:30pm