

Weston DEI Advisory Committee - Minutes
December 21st, 2020
7:30 - 8:30pm

Join Zoom Meeting

<https://us02web.zoom.us/j/84689269756?pwd=bjBUR0phT3RPenR1WHA4NIR3YVRQQT09>

Meeting ID: 846 8926 9756

Passcode: 988461

Dial by Phone 646 558 8656

1. **Call meeting to order** – 7:40; In attendance:
 - Gillann Blunsch
 - Martin Mohabeer
 - Selectwoman Samantha Nestor
 - Karen Pattani-Hason
 - Christie Stewart
 - Ted Craft from Weston today

2. **Rotating Secretary Reminder** – Gillann Blunsch reviewed below
 1. Denise Massingale-Lamb– 1/4/2021
 2. Chris Razaki – 1/18/21
 3. Edilson Forero – 2/1/21
 4. Karen Pattani-Hason – 2/15/21
 5. Jasper Richardson – 3/1/21
 6. Christie Stewart– 3/15/21
 7. Martin Mohabeer – 3/29/21
 8. Gillann Blunsch – 4/5/21
 9. Denise Massingale-Lamb – 4/19/21
 10. Chris Razaki – 5/3/21
 11. Edilson Forero – 5/17/21
 12. Karen Pattani-Hason – 5/31/21
 13. Jasper Richardson – 6/7/21

3. **Reviewed and updated mission wording:**
 1. Promoting diversity, equity, and inclusion in the Weston community at large
 2. Recommend policies and create programs designed to improve and advance the recruitment and retention of employees and officials that are underrepresented marginalized groups in Weston.
 3. Facilitate the increase in representation of diverse populations throughout the town community and maintaining a welcoming and affirming town environment.

4. Address other matters concerning Diversity, Equity, and Inclusion that provide a pathway to inclusive excellence throughout the Weston community.
 - Samantha Nestor – Gillann to present new wording of mission to Board of Selectman with after it is agreed upon with the team. Vote for new wording to occur at next meeting on Jan 4th, 2021
 - Martin Mohabeer – need to ensure we have a consistent message regarding what the DEI committee is responsible for. In addition, how do interested parties get involved.
 - Samantha Nestor – explain mission as listed and highlight why each we are involved individually. The committee was appointed by the board of Selectman. If someone wants to help right now reach out to TEAM. Keep a list of volunteers.

- 4. Vote for new Name: Weston DEI (Diversity Equity and Inclusion) Advisory Committee.**
 - Christie Stewart motioned to have new name; Gillann Blunschi seconded. Martin Mohabeer, Karen Pattani-Hason in favor of new name.
 - Gillann Blunschi to confirm new name with Board of Selectman

- 5. Vision Statement:**
 - Christie Stewart recommended a Vision statement in addition to Mission Statement.
 - Christie to provide draft of Vision Statement at next meeting

- 6. Data gathering updates:**
 1. Edilson to provide data around inclusivity of women as employees or officials in Weston –
 2. Weston Recruitment / representation
 - a. Police Commission - Gillann Blunschi emailed Mathew Brodacki regarding demographics, waiting for feedback
 - b. Board of Ed. – demographics of teachers / administrators / counselors / suppliers / students (recruitment strategies?) – Edilson/ Denise / Jasper
 - c. Town officials / employees – Karen Pattani-Hastings reached out to get demographics for town employees, waiting for feedback from pole questions.
 - Christie to get ACS town profile from 2018
 3. Chris to provide update on landscape analysis of marketing – Mission 3

- 7. Reviewed the charge of the committee:**
 1. Christie Stewart – Establish the goals of the group. Establish, work groups, timelines, task forces etc.
 2. Martin Mohabeer – Who is the audience; charter to advise the selects with reports. Can the committee be forward fronting?
 3. Samantha Nestor – Committee is to recommend what the best course of action is. How can we make the town better. Join with marketing, children and youth, social services
 4. Gillann Blunschi – What are the possible budget options; Samantha get I touch with different partnerships already in town. Connect with Marketing to push items out on social media. Contact Andrew Paladino – Marketing Chair

8. **Reviewed actions required for google doc.** REMINDER, GOOGLE DOC IS ACCESSABLE TO THE PUBLIC!

<https://drive.google.com/drive/folders/1M2f1XitDYhpTmwTv0ADpcXtYB5n1Mj50?usp=sharing>

- Action required: Everyone – fill in your contact info. as applicable
- Review best practices tab
- Please fill in your contact info. as applicable
- Action required: Everyone - Add any resources you think would be valuable for the team
- Add agenda to drive at all times
- Review the Weston Board of Police Initiatives to address racial disparity -Deliverables
- Review The League Women Voters of Weston Directory – (Resources) Its purpose is to provide Weston residents with a user-friendly who's who of town government as well as an overview of town staff, town officials in both elected and appointed positions, state and national representatives, and community services and resources.

9. **Reviewed Events to note:**

- District Materials around Diversity plans:

<https://meeting.cabe.org/public/Meeting.aspx?PublicAgencyID=47&PublicMeetingID=9523&AgencyTypeID=1>

10. Motion to adjourn at 8:40 Gillann Blunski; seconded by Karen Pattani-Hason; All in favor was unanimous.

Summary of Things to do:

- **ALL** – Approve/ Update mission wording at next meeting, please review prior to meeting
- **ALL** - If you will not be able to attend the meeting, provide your updates prior to the meeting so that it can be presented at the meeting.
- **ALL** - Establish deadline for info. gathering at next meeting
- **ALL** - Start to identify dates for goals and milestones
- **ALL** – Establish work stream to Identify and align all the available resources in Weston that are being deployed on behalf of DEI initiatives
- **Denise Massingale-Lamb, Edilson Forero, Jasper Richardson** - Review letter to BOE regarding recruitment of Superintendent
- **Denise Massingale-Lamb, Edilson Forero, Jasper Richardson** – BOE demographics
- **Christie Stewart** - Draft of Vision Statement
- **Christie Stewart** - Track down Connecticut Center for School Change equity study for every school in the state
- **Christie Stewart**- Provide the study that Connecticut Voices for children performed on all of the departments of education in Fairfield County
- **Christie Stewart** – Obtain ACS town profile from 2018
- **Gillann Blunski** - To confirm new name with Board of Selectman – Weston DEI Advisory Committee

- **Gillann Blunski** – Committee Training on DEI
- **Gillann Blunski and Martin Mohabeer** – Date gathering for Police Commission
- **Karen Pattani** - Hason – Demographics on Town Officials
- **Chris Razaki** - Update on landscape analysis of marketing; Contact Andrew Paladino
- **Edilson Forero** to provide data around inclusivity of women as employees or officials in Weston