**Weston DEI Advisory Committee**

**Board of Directors Meeting Minutes Unapproved**

**December 7, 2020 - 7pm**

**(by video conference)**

1. **Call to Order**: Chairperson Gillann Blunschi called the meeting to order at 7:34pm. In attendance were Gillann Blunschi, Edilson Forero, Denise Massingale-Lamb, Martin Mohabeer, Selectwoman Samantha Nestor, Karen Pattani-Hason, Chris Razaki., Jasper Richardson
2. **Appointment of Vice Chair:** Denise Massingale-Lamb made the motion to nominate Chris Razaki. Gillann Blunschi seconded. The motion carried unanimously.
3. **Selection of rotating Secretary:** In the following order, starting with this meeting, the secretary will be Martin Mohabeer, Gillann Blunschi, Denise Massingale-Lamb, Chris Razaki, Edilson Forero, , Karen Pattani-Hason, Jasper Richardson, Christie Stewart
4. **Discussion/Decision to adopt new name**: The name of the Diversity Committee has been changed to Weston DEI Advisory Committee. DEI = Diversity, Equity & Inclusion.
5. **Discussion re:** **wording of our Mission**: The following wording was approved –
	1. **Wording approved –** Promoting diversity, equity, and inclusion in the Weston community at large. For purposes of this committee, and in an effort to prioritize and ensure we stay on task with the ultimate mission of this committee, as it relates to diversity, we will focus on developing policies and initiatives to support Race and Ethnicitychallenges in Weston.
	2. **New -** Create policies and programs designed to improve and advance the recruitment and retention of employees and officials that are underrepresented marginalized groups in Weston.
	3. **Wording Approved** - Increasing the representation of diverse populations throughout the town community and maintaining a welcoming and affirming town environment.
	4. **Wording approved -**Other matters concerning Diversity, Equity, and Inclusion that provide a pathway to inclusive excellence throughout the Weston community.
6. **Reports by Directors:**
	1. Gillann Blunschi- potential sources of diversity training
		1. ncbi.org
		2. Norfield Church - Rev Wilson
		3. Team Westport
		4. Sheryl Battles – VP, Global Diversity, Inclusion & Engagement (Pitney Bowes)
		5. Julie Lawrence, Chief Diversity Officer, Sacred Heart University
		6. GNEMSDC - Peter Hurst
	2. Denise Massingale-Lamb -research on town, and every board and commission. Where do we fall short? What are the barriers to the town being more inclusive?
7. **New Business (Things to do)**:
	1. Edilson Forero to provide data around inclusivity of women as employees or officials in Weston.
	2. Gillann Blunschi to follow up on diversity training options.
	3. Weston recruitment / representation of people of color - data to be collected for areas below:
		1. Police Commission - demographics / recruitment strategies -Gillann Blunschi / Martin Mohabeer
		2. Board of Ed. - demographics of teachers / administrators / counselors / suppliers / students (recruitment strategies?) - Edilson Forero / Denise Massingale-Lamb / Jasper Richardson
		3. Town officials / employees - Karen Pattani-Hason
		4. Landscape analysis of marketing of our town - Chris Razaki
8. **Adjournment**: Gillann Blunschi moved to adjourn @ 8:49pm. Martin Mohabeer seconded this. The motion carried unanimously.

Minutes submitted by:

Martin Mohabeer, Board Member