**Weston DEI Advisory Committee - Minutes**

**February 15th, 2021**

**7:30 - 8:30pm**

**Join Zoom Meeting**

<https://us02web.zoom.us/j/87699904534?pwd=U2FGMmQwaW54VWszQ3BHTTNCdVNJUT09>

Meeting ID: 876 9990 4534

Passcode: 310052

Dial by Phone: 646 558 8656

1. **Call meeting to order**
2. **Rotating Secretary Reminder**

* 1. Karen Pattani-Hason – 2/15/21
  2. Jasper Richardson – 3/1/21
  3. Christie Stewart– 3/15/21
  4. Martin Mohabeer – 3/29/21
  5. Gillann Blunschi – 4/5/21
  6. Denise Massingale-Lamb – 4/19/21
  7. Chris Razaki – 5/3/21
  8. Edilson Forero – 5/17/21
  9. Karen Pattani-Hason – 5/31/21
  10. Jasper Richardson – 6/7/21

1. **Project updates:**
   * Update on questions to Superintendent - Denise
   * Communication with Weston organizations – Gillann
   * Press release write up – Christie
   * Sustainable CT – Christie
   * Anti- Racism training update - Martin
2. **Data gathering updates**

* Weston Recruitment / representation
* Police Commission - Gillann Blunschi and Martin Mohabeer
* Board of Ed.  – Denise / Jasper
* Town officials / employees – Karen Pattani-Hastings
* Marketing Landscape planning - Chris

1. **Goals and milestones for town initiatives:**
   * **Police Commission**
     + Recruitment – Gillann
       1. Minority Officer Recruitment Policy
     + Community Policing- Martin
       1. Use of force policy
       2. Police Misconduct Policy
       3. Citizen Complaint Policy

* Training
  1. Community Oriented Training
  2. Police Training
     + Public Policies
  + **Supplier diversity in Weston**
    - Review policies

1. **Action required:**
   * Update town Website with updated Purpose Statement and Committee contact information - Done
   * Send Purpose Statement to all elected boards and appointed committees – letter created – Gillann
2. **Ongoing Reminders:**

* GOOGLE DOC IS ACCESSABLE TO THE PUBLIC!

<https://drive.google.com/drive/folders/1M2f1XitDYhpTmwTv0ADpcXtYB5n1Mj5O?usp=sharing>

* Everyone - Add any resources you think would be valuable for the team
* Add agenda to drive at all times
* If you will not be able to attend the meeting, provide your updates prior to the meeting
* <https://vimeo.com/westonct>
* <https://vimeo.com/254890341>  - Please get familiar with the freedom of Information

1. **Review Upcoming Events / Announcements**

* Feb. 20th / BLM follow up 1:30 – 3pm

1. **New business / round table**
   * Strategic go forward
2. **Adjourn**

**WESTON DEI COMMITTEE MEETING MINUTES**

2/1/2021 7:30-8:30pm

Committee members in attendance:

Denise Massinglae-Lamb

Jasper Richardson

Gillann Blunschi

Christie Stewart

Martin Mohabeer

Karen Pattani-Hason

7:33 zoom meeting begins called to order by chair

1. Superintendent Questions Review:

* Review of collected questions for Dr. Erardi to include in his interviews on [google doc](https://docs.google.com/document/d/1Rlip2vP5cQrtqucTkNWZ6Q_sMC3e710mGhSPImHEfLQ/edit?usp=sharing)
* Gillann, highlighted questions for inclusion in recommendations for Dr. Erardi
* Martin wants to use his first question “React to this statement: Racism is everywhere…react to this statement”
* Denise: doesn’t want to get bogged down in definitions
* Christie flagged Denise’s question / statement that there are no teachers of color in the Weston public schools – are we sure that is the case? If we include it we need to verify that it is accurate – if it isn’t we should change the wording of that question
* We need to be accurate in our statements as a committee
* Decision to send Dr. Erardi all questions and let him choose and let us know what he goes with

1. Black History Month Celebration:

* Freedom Riders event – Jasper will be involved
* Committee members encouraged to attend
* Review list of BHM events
  + Follow up to BLM rally? Find 4-5 students to lead he discussion on February 20th at 1:30

1. Gillann would like to reach out to all DEI relevant organizations identified in town and let them know our purpose statement – establish a relationship and then determine how to support their work

* Use Excel sheet to track our progress on this task

1. Christie raised issue of clarifying committee’s macro level directives before we get to tactical items like events

* Martin agrees and suggested that the whole committee spend some time on this - needs to be a discussion of the whole group not just a few
* Christie suggests we need to collaborate, amplify, and leverage other assets in town by supporting their work – not duplicate efforts
* Gillann suggests we get through BHM events and and then move forward with macro level discussion –
* Denise states we are not a social committee

1. Gillann asks Do we want to add a service component to the committee’s work?
2. Christie suggests we Invite [Sustainable CT](https://sustainablect.org/) to talk to us about their Equity Program/Actions as they are available to the town for free

* Christie to invite Sustainable CT to portion of next meeting

1. Christie asks Should we announce / press release about DEI committee?

* Can we ghost write it and ask the town to run it
* Who do we connect with in town to issue a release?

1. Karen’s updates:
   * Jonathan Luiz sent a survey out on elected officials demographics and deadline is February 5th for results
   * Karen uploaded survey questions on shared drive for review
   * Denise flagged that when choice on demographics is offered in written/survey form they should be alphabetical
2. Police Commission update
   * we received data back from them
   * will meet with them again to discuss
   * may combine meeting with TEAM on this
3. Review of Goals and Objectives of DEI committee with BOS and they were edited and approved and will be updated on shared drive
4. Jasper will follow up with Sam Nestor on how we make changes to the DEI web page on the town site
5. Denise suggesting we add an invitation to join the DEI meetings when she outreaches other organizations
6. Please revisit FOIA video on agenda
7. Continue meeting every two weeks
8. CS Motion to adjourn 8:33
9. MM second

Meeting adjourned at 8:33 pm