**Weston DEI Advisory Committee - Minutes**

**March 1st, 2021**

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

**Join Zoom Meeting**

<https://us02web.zoom.us/j/83139323219?pwd=NGRCRS9WTzdPZi9lc0ZPdEhTbzlKZz09>

Meeting ID: 831 3932 3219

Passcode: 732784

Dial by phone: 646 558 8656

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

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

1. **Action items Updates:**
   * Superintendent Search - Martin
   * Communication with Weston organizations – Done
   * Press release write up – Christie
   * Sustainable CT – Christie
   * Anti- Racism training update – Martin
   * EVC updates – Chris
   * BLM conversation with youth on Feb. 20th – Gillann
     + March 10th 1:30 – 2:30 follow up with principal
2. **Vote to recruit new member**
3. **Project updates:**

* Weston Recruitment / representation
* Police Commission - Gillann Blunschi and Martin Mohabeer
* Board of Ed.  – Denise / Jasper
  + Presentation or recommendations to BOE
* Town officials / employees – Karen Pattani-Hastings

1. **Goals and milestones for town initiatives:**
   * **Police Commission**
     + Goals:
       1. Update Website
       2. Review and update current policies
       3. Increase community engagement
          1. Trust building with police and community
       4. Support Recruitment/Retention
       5. Review / Update Police Accountability Act for Weston
       6. Support and Review Police Training and community-oriented training
          1. Training on Implicit Bias and De-escalation, how much time is currently being spent on this in training?
          2. What are the questions/training of dispatchers?
   * **Supplier diversity in Weston**
     + Review policies – **Denise**
2. **Action required:**
   * Send Purpose Statement to all elected boards and appointed committees – letter created – Gillann Done
3. **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**

* The Easton Democratic Town Committee (DTC) along with the Weston Diversity, Equity, and Inclusion Advisory Committee will present a virtual panel discussion, “Unsung Heroines: Women of the Civil Rights Movement.”

1. **New business / round table**
2. **Adjourn**

**Weston DEI Meeting 2/15/21**

Karen Pattani - taking notes

Jasper Richardson

Gillan Blunschi

Denise Lamb

Samantha Nestor

Shara Kolodney

**Shara provides overview of TEAM Weston**

Subsidiary of TEAM Westport. Connecting with Lachat and Weston Historical Society on work in our own community in solidarity with organizations working to dismantle racism. Working with the Diversity Committee on shared goals. Viewed Event Calendar.

**Anti-Racism Training. 2/24 at 7:30p**

Purpose of this training is to establish common ground, common understanding and common language. Setting a base for growth. Kara explained why it’s multiple sessions, give people time to digest the material. Food for thought in between Open to all of us in the group. As private citizens. No cost.

**Questions for Superintendent:**

Denise advised Joe Erardi that the DEI Committee wants to be part of the superintendent recruitment process, provide questions, sit in on interviews. Meeting tomorrow to discuss, will update at next meeting.

**Promoting Weston DEI Committee efforts**

Letters introducing DEI to be sent to the various other orgs in town.

Gill drafted a letter, will f/u with Christie. Letter should go out this week.

**Press release white-up**

Gillann to connect with Christie.

**Police Commission:**

Gillan and Martin working with TEAM, spoke to police captain re community policing and recommendations for diverse recruiting.

**Town Employee/ Elected Officials Survey**

Confirmed our visual conclusion that Weston is not diverse. What do we do with his information? Denise requested it be noted that only 7 of 40+ elected officials responded to the survey.

**Supplier Diversity:**

Denise volunteers to take a first look at policies.

Weston Youth Continues the Conversation About Diversity - for Black History Month -  2/20

Sponsored by TEAm Weston and the Weston DEI Advisory Committee

Please share flyer to post.