**Weston DEI Advisory Committee**

**March 15th, 2021**

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

Join Zoom Meeting

<https://us02web.zoom.us/j/84746933796?pwd=UTFTb1E5RU5ScU5HekJYZGpxZlMrZz09>

Meeting ID: 847 4693 3796

Passcode: 647691

Dial by phone: 646 558 8656

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

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

1. **Action item Updates:**
   * Superintendent Search - Martin
   * Press release DEI write up – Christie 3/15
   * Sustainable CT – Christie
   * Anti- Racism training update – Martin
   * March 10th 1:30 – 2:30 follow up with principal – Gillann
   * BOE curriculum review by Kenneth Craw – Denise
   * FOIA meeting 3/15 update - Gillann
2. **Karen’s resignation:**
   * Discuss member options
3. **Project updates:**

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

1. **Strategic Go forward: Goal setting / Project Charter updates and timelines**
   * **Schools – Denise / Jasper**
     + Curriculum
     + Recruitment
     + Youth Engagement
     + Policy development
     + Procurement Review
     + Accountability
   * **Weston Policing – Gillann and Martin**
     + Recruitment
     + Community Policing
     + Policy Development
     + Training
   * **Town / Town Staff – Karen / Chris** 
     + Recruitment
     + Leadership development
     + Outreach and engagement
     + Town Diversity Statement
     + Marketing
     + Boards and Commissions
   * **Neighbor Awareness – Gillann / Martin**
     + Cultural Celebrations
     + Education /Awareness
     + Cultural Resources
     + Newcomer Integration
     + Website Updates
   * **Supplier Diversity – Denise Lamb**
     + Construction
     + Supplies
     + Professional Services
   * **Planning and Zoning – Christie / Denise**
2. **Action required:**
   * Identify action plans for projects/complete project charter
   * Identify Date to meet with Selectman
   * Meeting with Senator Haskell on April 19th
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
* Add minutes to google drives no later than 7 days after meeting
* 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**

* Women's History Month Event; The Work Must Be Done: Women of Color and the Right to Vote

with Brittney Yancy and Karen Li Miller;

March 22, 2021, 6:30 p.m.

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

**Weston DEI Advisory Committee Minutes**

March 1, 2021

*Members Present:*

Gillann Blunschi

Chris Razaki

Karen Pattani-Hason

Christie Stewart

Denise Massingale-Lamb

Jasper Richardson - Taking notes

Martin Mohabeer (arrived late)

*Also Present*:

Samantha Nestor

Called to Order - 7:35

**Action item updates**

Blunschi- A letter’s been written addressed to all Weston Boards+Commissions, as well as Weston Senators and Representatives

Stewart- Draft press release has been written. To be finalized on 3/15 and sent out this month.

Nestor- Suggested that Andrew Palladino should look it over

Some alternative methods of communication proposed

Stewart- Sustainable CT (Group including 100/169 CT towns, offers DEI coaching+other programs) meeting mentioned, although the timing for these meetings doesn’t work. Possible person to speak with available on Tuesday 3/9 from 10:30-2:00

Meeting with solely Stewart, Blunschi, and Massingale-Lamb will be held, probably around 11:30am for 45 minutes.

Anti-Racism training to be held 3/3 at 7:30

Razaki- Attended Economic Vitality Committee meeting. Write up, Superintendent search discussed. It was suggested that we meet with planning and zoning. Also met with Marketing committee, was underwhelmed by amount of marketing being done.

Blunschi-goal is for us to make recommendations to them

Nestor- Marketing Committee has specific charges from BOS, any “huge” recommendations or deviations from their mission need to be approved by BOS. Suggested that Razaki should go to the survey committee.

Massingale-Lamb asked about survey committee, Nestor provided background

Mohabeer- Superintendent search has been rigorous and included candidates of color. Has been able to ask tough questions of the candidates.

Mohabeer- Gave info on antiracism workshop. Massingale-Lamb suggested people who are interested in joining the committee should be able to join, Mohabeer agreed.

Blunschi- 2/20 Event

Richardson gave a brief review of it, including who attended and what was discussed. Blunschi conveyed being impressed with the attending students

Follow-up with Principal on March 10th from 1:30-2:30. Richardson and Massangale-Lamb asked to join.

New Member Recruitment Vote:

-Blunschi membered how many people are needed to achieve goals, how Edilson hasn’t attended more than one meeting and cannot be replaced sooner than 6 months. Nestor clarified that the opening has to be posted publicly and the board cannot have a simple majority of any party. Richardson and Blunschi asked clarifying questions. Nestor explained that the board can recommend someone to apply for the position, and that volunteers can help the committee without being appointed, but voting members must be approved.

**Goal-Setting**

-Blunschi mentioned the wealth of information in our shared google drive. Asked about our concerns, calls to action. Showed project template (from shared drive) and list of organizations and goals (see public agenda). Schools and relationship with BOE discussed. Stewart asked about location on the shared drive.

**Updates**

-Massangale-Lamb reports BOE members have expressed interest in diversity in the schools. Talked about 2/25 meeting with three BOE members. Interested in accounting of current diverse faculty members. BOE referred us to a philanthropic fund often used to pay for this sort of thing. PTO engaged this organization for a diversity session. Richardson reported SJAG, WYP, and TEAM developments in terms of communications with Ms. Wolak, Dr. Craw, structure. Massangale-Lamb brought up that the school will be holding a public update soon with all the progress the school has made, as well as an email going out to parents not currently in support of DEI initiatives. Mohabeer mentioned it’s important that we hold the schools accountable, to what extent we’re able to do so.

-Stewart suggested procurement methods for the schools, because they’re the town’s largest employer, a separate analysis should be conducted.

-Stewart questioned final form of a report to the BOE. Richardson suggested the possibility of ongoing reports, Mohabeer explained division between BOS and BOE. Stewart suggested putting out a final report to the town to put pressure on the schools, Razaki questions its effectiveness. Nestor brought up that we can offer the schools our recommendations, and the schools don’t really have the bandwidth for all this.

-Blunschi mentioned that there may be a report that can be published at the end of our terms, but some things can be addressed now, such as police recruiting or a superintendent. M-L suggested a rolling communication with the board of selectmen. Nestor suggested quarterly updates at BOS meetings.

Blunschi continued to go through template for recommendations.

Various areas of policing improvements were mentioned by Blunschi, but no details were offered yet.

Stewart mentioned the lack of any Planning and Zoning involvement from the committee, M-L agreed that it’s something we need to help with, M+L suggested library involvement as well. Stewart offered to take the lead on P+Z, M+L offered to take second chair

Blunschi checked in on Pattani-Hason’s involvement with town staff issues

Blunschi mentioned the broad strokes of a neighbor awareness program, listed on public agenda, as well as Supplier Diversity (led by M+L). Nestor suggested someone from TEAM be involved in the Neighbor Awareness program, and Blunschi agreed. Mohabeer offered to take second chair.

Boards and Commissions: Richardson suggested Razaki continue to deal with Marketing, P-H deal with Town Staff. There was general agreement.

Upcoming Easton DTC virtual panel mentioned

**Roundtable:**

Mohabeer mentioned Lachat has a DEI person who would be interested in serving as a liaison to the committee

M-L suggested reserving 4 minutes at the end of meetings to share good news

Next meeting 3/15

Meeting Adjourned 8:35