**Weston DEI Committee Meeting**

**October 4, 2021**

**8:30pm**

**Minutes**

Melissa Conner called meeting to order at 8:32pm

* Assigned meeting minute taking for subsequent meetings.
* The biggest task is the Project Charter—Weston DEI supposed to submit by early November to get updates in and actionable strategies to present. This will be a presentation to the BOS.

**Updates:**

Schools – Jasper Richardson

SJAC is meeting with principal Oct. 15th and Superintendent.

Civilian Review Board - Gillann Blunschi via text

* We are first having workshops with the public and to interview stakeholders from around the state to “testify” about best practices to manage civilian complaints. I have asked the CT Council of Municipalities to do research on the best individuals that are from similar municipalities to join. We need to educate the public, PC, WPD, and actually the BOS. I am waiting on the research from CCM (which is an apolitical organization). I am hoping to schedule by the end of the month. Call me for more information.

Police Engagement Program – via update from Martin Mohabeer (email)

In the spirit of meeting and greeting, our PD is currently working on the following initiatives:

1. Addressing the request of this committee and the board of selectmen, Chief Henion is currently working on implementing stage 2 of the PEP (police engagement program). Stage 1 which involved the training of all Weston police officers by Stratford police entity has been completed. Stage 2 involves training that involves the community and police interaction. This would likely be a 4hr session on a weekend. Would be critical for us to sufficiently get involved to advertise and encourage community to attend.

2. Chief Henion is also proposing “coffee with cops” series where residents can come meet with him and couple officers at lunchbox or similar place. Again I think we should market this.

3. Realizing that there are 15 officers (4 of which are out), the Dept is currently stretched. It’s challenge to pull officers away from duties without further logistical issues. It may still be a good first step to have two officers (two SROs) join us on a zoom.

Neighbor Awareness – Melissa Conner

* Antibias Training – Gillann and Sam Nestor had meeting with KJR (anti-bias training program vendor) to be able to bring training to all town commissions and town employees and boards, etc. We are going to likely participate with other towns to share in cost burden. KJR to submit proposal end of week of Oct. 4th.
* Denise would like to submit another organization for consideration. She will send this information to Gillann.

Neighborhood Awareness –

Weston police neighborhood community event. We need to action it – putting an event proposal, panel event, puts a little more structure in place, and get it to the Police. Idea is to plan this before end of year. (Melissa Conner)

Another idea being discussed is to show in an eye-opening and positive way what privilege looks– proposal in dev of what this looks like and to plan as a spring event (April /May).

What are some smaller, low lift, type series, small socials, that team does as public events? We need to put some of these ideas into the charter.

* We need to make sure we do programs that are based on objectives with clear mission.
* Maybe an idea would be to market and publicize availability of anti-bias training to the public for free?
* Minority families – how to get minority families in town to know each other?…. How to get minority families to show up to events more often and together…? Maybe Rev. Nelson can help ideate around how to get minority families to these events? Gillan had a conversation with Rev. Nelson to kick off.

Supplier Diversity – Denise

* Draft of note with an accompanying survey to go to entities in town and Town employees (e.g., school board and other entities) re: diversity in vendors and suppliers

Planning & Zoning –

what would affordable housing look like in Weston?

Other Business:

Question – what is the anti-bias training that Weston Police are going through and who does the training? We would like to see a copy of the curriculum. \*\*

Indigenous Peoples Remembrance Day and or activity – Diversity beyond Black & White.

**\*\*Action Items:**

* **Request to circulate contact information of DEI Committee members to the entire group.**
* **What is the anti-bias training that Weston Police are going through and who does the training? Request to see curriculum.**
* **Move to have everything in town updated from wording Columbus Day to Indigenous Peoples Day.**

~Meeting ended at 9:03pm