

COMMISSION ON RACIAL JUSTICE AND EQUITY

Minutes of Regular Meeting

THURSDAY, MARCH 18, 2021

7:00 PM—ZOOM VIDEO CONFERENCING

Commission Members: Xabian Alarcon, Alina Bricklin-Goldstein, Deb Carroll, Tracy-Ann Johnson, Barret Katuna, Sue Oppenheimer, Dave Peniston, Lillian Tanski, Jen Wang

Research Partner: Michael Vigeant, Great Blue Research

Meeting called to order at 7:04 pm.

1. Public Comment: no public comment
2. Report from Mission Statement Working Group and Discussion:
 - a. DC presented next draft of Mission Statement created in response to Commissioners' input.
 - b. LT expressed concern that as drafted the statement indicates one understanding of racism possible rather than many.
 - c. DC expressed need for grammatical agreement within statement, and that the goal is need to have 'the' conversation rather than 'this' conversation.
 - d. MV suggested turning process around to have data project drive mission.
 - e. Commissioners expressed consensus to have Mission Statement for RJE to communicate the Commission's work to the community.
 - f. DP expressed support to move ahead with mission statement.
 - g. AB suggested a revision of "an understanding" to recognize many understandings.
 - h. DC will take another look to revise phrasing for grammar and to incorporate AB's suggestion.
3. Report from Communications working group:
 - a. LT gave an overview of 3/16/21 meeting of communications group members:
 - b. SO spoke to idea for April break student art contest, and recent research into similar efforts elsewhere: need to set age groups, theme, judges, timeline, releases/permissions, and perhaps a prize

- c. DC suggested including adults, and that perhaps June 1st would allow more time to prepare. DC also suggested reaching out to Barbara Bailey to partner with Welles Turner Library. TJ spoke on importance of art to opening conversations; MV strongly agreed. SO and TJ will work on furthering this effort.
 - d. JW suggested focusing April press release on this effort and Mission Statement when finalized and JW asked about working with BoE on communications for this effort. DP will follow up with BoE/Schools on ways to share information across groups-DP believes Mission Statement is an opportunity for positive feelings to spread.
 - e. Conversation about Social Media and website launch and using mission statement to launch: BK suggested recording mission statement. XA suggested creating a presentation video using mission statement.
 - f. JW & BK will work together to create website for RJEC to be linked to town page.
 - g. Last update noted: LT noted that Communications groups members discussed need to define roles for community members to get formally involved in RJEC work.
4. Discussion research instrument:
- a. MV walked members through (screen share) draft survey instrument.
 - b. MV requested members take time for multiple reads, think on the draft, then submit feedback to GreatBlue.
 - c. Sections of Instrument reviewed:
 - i. Language and Terminology
 - ii. Actions and Reactions
 - iii. Town of Glastonbury
 - iv. Demographics and Upbringing
 - d. DP commented that the narrative response questions provide a great opportunity to hear from participants.
 - e. LT noted this is a great start and asked how we plan to move from survey to action items. MV pointed to multiple step process including data from local sources and need for flexible approach at outset.
 - f. TJ noted importance of capturing how people view and experience racism, sometimes in a look or backhanded compliment.
 - g. MV asked Commission members to reflect on what is missing from draft instrument.
 - h. JW asked for timeline for comments/revisions. MV asked for comments in time to create new draft for RJEC meeting of 4/1/21.
5. Approval of minutes from March 4th Commission Meeting: Minutes unanimously approved.