

MINUTES FROM SPECIAL MEETING

Commission on Racial Justice and Equity

Thursday, December 2, 2021

7:00pm

Held Via Zoom

Meeting began at 7:00pm. In attendance were Alina Bricklin-Goldstein, Deb Carroll, Tracy-Ann Johnson, Amo-Mensah Amofa, Sue Oppenheimer, Dave Peniston, Jen Wang, Barret Katuna Absent: Lillian Tanski

No public comment

**Update on report/recommendations from working groups; ID gaps in data, questions on format, etc.**

SO: struggled with Google Docs editing, wasn't sure if her section (Welcoming/Inclusive Community) was going in the right direction.

JW: Sue is doing fine with Google Docs, and on the right track with her section

DC: can definitely help her with that.

DP: not sure if his section (policing) was on track either

DC: these sections are currently shaped by our own interpretations, we should build into our timeline/process peer review of each section by other Commission members. Are there areas where we need more data? Besides what we're anticipating from focus groups.

AB: housing - we need a lot more data.

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DC: how much should we pull from data from town, eg demographics, wait list, etc. How much do we want the report to be all new material (that we collected from survey, focus groups, etc.)

ABG: should limit how much we pull from other sources because our task was to gather information on these four areas by surveying residents, business owners, etc.

DC: maybe we can put that in the introduction - so people have foundational knowledge.

ABG: I think that's an excellent suggestion Deb- put other data in the beginning

**Update timeline of report: next steps**

JW: Look in Timeline section of report framework doc. We need to talk about scheduling our meetings, scheduling our second community conversation, peer review, Mike's review.

DC: Town Council did re-affirm our existence through end of March. Town Council's first budget workshop is Feb 22. Recommend we get our report in by Feb 8 meeting of Town Council, because once we go past that and first budget meeting happens, our meetings get stacked pretty deep, will be hard for RJEC to get the attention we deserve for the work we've done. I can sit down with Mike before Dec 20.

DC: proposes by Dec 12 we review our sections, plan for a longer meeting on Dec 16 where we walk each other through our sections.

JW: suggests we each set aside some time on Dec 13-15 to read the revised draft and start making comments/questions in the gdoc - could save us some time on the 16th.

ABG: suggests for our Dec 12 draft, we do a shorthand reference for where we're getting information.

JW: very important point Alina, references will be so important to include, might as well start gathering/citing them now.

SO: What is the turn-around time to get information from NCCJ from focus groups?

Barret/Jen to ask NCCJ

**Discussion on formulating recommendations**

How do we formulate recommendations?

SO: for welcoming/inclusive community, wasn't very scientific, but was looking through data and verbatims, to find what people were suggesting, some of it was personal opinion.

ABG: it may vary by section. Not a lot of data, but even if there were only 5-6 responses on housing, those may have some consensus toward some recommendation, eg affordable housing is valued.

SO: Alina are you going to include info from housing report that's online?

ABG: this goes into Deb's question about how to incorporate other data. My opinion is we should focus on the data we have gathered through our methods.

JW: I think we need to talk about the recommendations as a Commission. Suggest we each come to the meeting on the 16th having read everything, and focus our discussion on the recommendations.

ABG: suggests we keep the "copy paste" sections

### **Update and discussion on focus groups**

BK: There are 26 signups.

JW: Two have been done this evening, one virtual tomorrow, two in-persons on Dec 13. Let's keep trying to get the remaining ones populated.

JW: I received a comment from someone who I reached out to from focus groups: "While I know it will be hard, would you think it would be possible to have Focus Groups in languages other than English? I have a feeling that residents that aren't as English dominant and often feel the most alienated would likely be severely underrepresented in these groups." Just wanted to share with Commissioners for future consideration. It made me wonder how many survey responses we received in Spanish

DC: There are 54 different languages spoken at home, per BOE data

BK: We should put that as one of our limitations - no Spanish mentioned in report yet. Should we present our positionality, eg where we come from?

TJ: Will we include our bios in the report?

BK: Eg in academic study, say if we are part of the group we're studying. Not sure if it's just a one-liner or go beyond that.

DC: will talk to both GB and NCCJ about - how we frame.

### **Miscellaneous Commission business**

Outreach plan:

JW: Barret, Amo and I met this morning to start thinking about how we would get the word out about the report beyond the Town Council meeting. See the Outreach Plan section of the report framework. Important to start thinking about this even while we are still drafting the report / formulating recommendations. Especially around thinking about our key audiences and our goals for each.

BK: We identified some audience segments: People responsible for taking action; People affected by racial inequity/injustice; "General public" - others who would be interested in this topic but may not be directly affected; and Audiences beyond Glastonbury, e.g. elected leaders, similar Commissions, community groups, general public. Under each we thought about our goals for each. Refer to the RJECC contact list we had been using earlier.

AA: We talked about breaking down the report into bits and pieces and doing like a weekly website/social media post on each, so as not to overwhelm people with one big report. It's a way to keep up engagement too. Also shared positive experience as a Welles Village resident working with Lori LaCapra, who got information to the Welles Village camp in a way that was very accessible. WV community very constrained in terms of long hours people are working. Lori worked closely with Housing Authority, helped inform residents about what's going on around town. She has new position (note from Anne Bowman: she's now director of Youth and Family Services). We should think about that form of outreach.

Meeting concluded at 8:05 pm.