

Racial Justice and Equity Commission
Thursday, January 6th Regular Meeting Minutes

Attendance: Deb Carroll, Dave Peniston, Alina Bricklin-Goldstein, Lillian Tanski, Jen Wang

Absent: Amo-Mensah Amofa, Tracy-Ann Johnson, Barret Katuna, Sue Oppenheimer

Public comment

DP: emailed Commission and will be posting apology on RJEC website and social media: wanted to apologize for comment online that was uncalled for, unjust, inconsiderate. Lost sleep not b/c caught but b/c hurt people's feelings.

DC: modeling reflectiveness in what we do and how we treat each other when one of us makes a mistake.

JW: appreciate Dave's comments and empathize, believe this is the right move. Just wanted to say I shared Dave's apology note - with co-chairs had reviewed - with Commission members via email and wanted to check if anyone had any concerns before we post tomorrow morning.

LT: Thanks to Dave for really stepping out to a vulnerable place to take point of reflection, responsibility, to make a statement. Example of us trying as humans to lead by example and do what we're all hoping to see in the world.

ABG: I didn't see the comment but understand the nature/flavor. I think that it's hard to separate our town official position and our individual. Part of learning and growing is reflecting on our own mistakes, and we should make mistakes... reflecting and responding and having that dialogue is a big part of what we're trying to do. ...

DP: Thank all of you guys. Can't apologize enough for what I said.

Report discussion

- [Outreach Plan](#)

- JW: Second Community Conversation: scheduling, format, and scope... maybe set up a working group to tackle this? This is something Lillian was quite keen on and I agree is important to have before finalizing our report. From our Dec 7 Council packet Town Manager's report, below is the budget schedule. I'm wondering if we can throw out some dates during tonight's meeting to at least get a sense of RJEC member availability.

- DC: Is that something we want to do once finished our report - and presented to Council and community at large? If we wait a bit, may be able to do it in person
- LT: whatever we do, if we do it in person, need to have a Zoom option b/c we
- JW: remind folks Community Conversation discussion was to present draft of this report and have another opportunity to get community input.
- DC: terrified about timing. Worried about presenting product that reflects work we've done and fitting in all these other things. Mindful of other pieces going on.

DC: met with Lillian and Mike, then met with Mike again. One of the things he said is that the report is intended to show what the recommendation is, not a data dump. That's what the appendices are. Would like to know feedback, and have very clear plan in place. Have a few areas of concern: 1) Do the themes represent what we learned, and 2) do we have other recommendations?

JW: The one that sticks out is “Individual community members will have the greatest impact in supporting a diverse, welcoming atmosphere in Glastonbury” – I pointed this out when Mike first presented GB report – that’s what data said, but I came to different conclusion: yes individuals could have the most impact, but institutions and businesses also have a role to play.

- LT: agrees with that. When it comes to actionable recommendations that town govt could be involved in, there’s much more opportunity in the sense of what the institutions do that may be able to impact even individual views... than there may be to change individuals.

ABG: “There are few readily identifiable resources for community members who are witness to, or targets of, racial bias, discrimination or racism in Glastonbury” – resources for *what*?

- DC: good point

DC: does the report feel too skinny? Does there need to be more in there?

- DP: Thought you did an excellent job streamlining it.

LT: Suggests making some very short narrative acknowledgements for each of the 5 areas, have that either above or below the bullet point recommendations. Then we’re giving people what we’ve been promising.

- DC: good idea, think of it as “abstract”. Am comfortable doing.

Deb: Today is Thursday. Would it be possible by Sunday night to take a look and add some recommendations in there. Keep in mind these need to be based on what you read, and actionable. We can have 2 buckets on there: recs included in this report, and longer list of things (a lot of it can come from original draft). Maybe include the much longer list in appendix. Take 45 minutes - even if you put in 2 recommendations. Barret would be happy to work with Deb in editing the document so we have a more final draft ready.

DC: how to put in hyperlinks? Jen: can do that as placeholders for now, and then when it comes time to design, can figure out when to use hyperlinks and when to refer to different an appendix, etc. Gets into discussion of dissemination plan, Sue had suggested hiring a student to do a nicer web-based design but I wasn’t sure if we’d have capacity/time for that process, so thought we’d default to me designing for PDF, and making it available on our website.

DC: overview of next steps – anything else?

- Deb to check with Richard on budget meeting schedule and reschedule anything for RJEC as meeting
- Deb to ask Commission members to commit to 45-min sit-down with report to add at least 2 recommendations by this Sunday (Jan 9)
- Barret + Deb to work on editing
- Outreach/dissemination group (Jen, Amo, Barret) to meet and keep moving that forward

DP: Date to present report to TC?

- DC: I need to talk to Town Council at next agenda-setting meeting. Will likely reach out to those folks and Richard in advance of next agenda-setting (19th) and ask do we want it in first meeting of Feb, where does this fit in with budget process?

JW: NCCJ offerings included in their report... how to follow up? Can Lillian and Deb follow up? Some of our data to me suggests need for capacity building... could see a recommendation around trainings but need to discuss and be strategic – for whom, by whom, etc. Lillian, Tracy-Ann others had suggested others potential providers in earlier discussions.

- LT: agree, and key word “strategic.” “We may want to take advantage of free resources by NCCJ, but concerned with writing them (NCCJ) into the report as it might suggest this effort is an NCCJ effort.
- DC: perhaps we make the recommendation along those lines and work to determine who we partner with after that

Adjourned 7:47pm.