

MINUTES FROM SPECIAL MEETING

Racial Justice and Equity Commission

Thursday August 5, 2021

7:00pm

Held Via Zoom

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

Research Partner: Mike Vigeant, Great Blue Research

No Public Comment

Discussion on survey closure

MV: Has 854 digital completes, Lillian has ~20 paper surveys - will drop off to our survey, Mike will have entered by Monday.

Report itself: get that done by end of Aug so that you all can have time with it to make recommendations. We can write some recommendations - MV can work with us to ensure we're interpreting the data properly. Talked with Deb and Lillian that we will be somewhat "vanilla" with our language of the data interpretation. It will be graphical and colorful so it's easy to read/understand. Offline Mike will provide suggestions for recommendations.

Meanwhile, asked D/L as leadership of big 4 so we can have a conversation. Mike suggests he objectively/independently go to big 4 and ask them what they have for data, include that more of an appendix to this data effort.

Send Mike list of where the survey link was sent to.

Have link to potentially do round 2.

DC: When MV/DC/LT met, we talked about how to frame questions with those 4 entities within town. You outlined interesting approach: pull questions from survey itself. Can you elaborate for folks?

MV: We captured data on people's perceptions, actions, etc. I'll focus on with the big 4: where if at all they have info that might support some of the direction we went with our line of questioning. There may be zero pieces of info they have in alignment with this; in going through data might ... realize there's a gap between what they collected and what we collected. There might be hesitation from them about their data being misinterpreted - I will go in building some trust. Agree on what will/will not be released.

LT: context re why Mike would be appropriate contact. If we as Commission go to town staff, we would have to go through Town Manager. Vs. Mike as contracted consultant would be able to have direct communication with town staff.

Discussion on social media protocols

Roles:

- Content: Lillian, Jen, Barret. Ask folks to take 2 weeks' worth - parcel it out in advance.
- Lillian+Jen+Dave partner on moderation on FB, Barret+Jen+Deb moderation on IG.
Moderation: remove inappropriate posts—i.e., threatening, hate speech

LT: is everyone comfortable moving ahead w/ set of parameters inspired by Town Council meeting rules?

Unanimous agreement

Art Contest update: final

Publish in the Citizen?

Where else could we display?

- Jen - Historical Society?
- Deb - Riverfront Community Center? (They told Sue they couldn't put QR codes?)
- Sue - Town events? Eg Santa's Run.
- Alina - Apple Fest? Visible location. Deb to talk to Chamber
- Lillian - faith communities - there are some fall events - Lillian could ask at church. Need someone to produce the print production.

Discussion on community involvement opportunities

Ideas:

- Helping to mobilize around the powerful art?
- Magnifying our social media

TALK would like to partner with us on a community conversation.

DC: they have done many of these, they could be powerful partner.

Update on transition to public meetings

DC: TC remaining in person, but will have everyone wearing masks (regardless of vaccination status).

LT: at least one outdoors. Feeling of in-person.

DC: like BLM rally last June.

LT: Need to have at least one public convo before making recs, ideally a few of them.

SO: At Riverfront there's covered porches outside that open up to the big rooms. Would that be considered town property and we could use those.

JW:

- Zoom good for access. Mix of in person / virtual, time of day etc.
- What about facilitation? I don't have experience on this topic,

DC: Can we use Mike as first stop - from a data perspective.

TJ: Have several people in mind for future projects when that time comes. Some of the speakers might entail some compensation. Have one person involved at Yale, APA. They could ideally come in at any point, should have foundation of info to work with. So many directions the outcome could be. Whoever we bring onboard will have to meet everyone halfway, because the convo has to be inclusive and respectful.

Space?

- Council Chambers
- Meeting Room A
- Another meeting room at Town Hall
- Meeting rooms at Riverfront

General updates on RJEC efforts

Approval of minutes from 7/15 special meeting

JW:

Action items:

1. **SURVEY** - ALL: Send Mike an email with a list of where you sent the survey link to (beyond personal contacts).
2. **SURVEY** - DEB/LILLIAN: Send introduction emails for Mike to Big 4 leads so he can work with them on gathering secondary data.
3. **SOCIAL MEDIA** - ALL: [Approve or provide your quote](#) for social media to Jen. I also need photos from Deb, Alina, and Lillian. Feel free to scroll up and comment on the rest of the social media plan. We're hoping to launch our first post on Tuesday 8/10 and start working on building our following.
4. **ART CONTEST** - ALL: Coordinate with Sue to sign all the certificates (see her email w/ her address and phone #s)
5. **ART CONTEST** - BARRET: Check/correct the artist names in the [folder](#) of the 11 entries, and send Sue the email addresses for each artist so she can email them.
6. **ART CONTEST** - JEN/BARRET: After Sue emails the artists, post the entries (along with brief announcement) on website.
7. **ART CONTEST** - DEB: To contact Citizen re printing the entries; Historical Society, Chamber (Apple Fest), re in-person display? (ALL: just flagging that we will need to spend a bit of effort on printing and logistics if/when we find an opportunity to display the art in person)
8. **COMMUNITY CONVERSATION** - DEB/LILLIAN to look into logistics of having one of these be in-person, outdoors if possible.
9. **COMMUNITY CONVERSATION** - DEB to reach out to TALK re: partnership
10. **MEMBERSHIP** - LILLIAN to reach out to Amo and ask for a bio for Town Council to approve.