First Selectman's Community Diversity Advisory Committee
February 2017

Pamela Toper-Chair, Jennifer Flatow-Vice Chair, Alma Rutgers-Immediate Past Chair, Erica Mahoney- Town of Greenwich Bobby Walker, Jr.- Boys and Girls Club of Greenwich, Bob Stacy-Board of Education, Lauren Franciamore- CCI, Joan Mockler- Greenwich YWCA, David Rabin-Greenwich United Way, Tony Johnson- Greenwich Housing Authority

Meeting called to order at 12:02pm

Approval of January 2017 Minutes

2017 Diversity Writing Contest:

As mentioned previously this is the 8th year for this contest open to all high school students (who either live in town or attend school in town). A flyer has been developed by Family Centers and has been distributed to all committee members, Alma has also reached out to all schools in Greenwich. To date no entries have been received, but they are typically submitted closer to the deadline (4/21/17).

Prizes:
In the past the prizes have been underwritten by Human Resources, but this is not the case for 2017. The group discussed some options for outside fundraising to cover the cost ($1,100 for gift cards). Some options included: asking participating members of the Diversity Committee to underwrite the cost (perhaps asking those who did not underwrite the ADL event), another option would be to identify an outside individual/community partner to underwrite the cost. Winning essays will be published in the newspaper. Pamela & Alma will continue to discuss offline.

Key dates are as follows:
- Create flyer/January √
- Promote/contact schools in January √
- Deadline for entries 4/21/17, essays to judges 4/24/17
- Decision 5/8/17
- Reception May 16th * 3:00-5:30

*please note that reception will be moved to Greenwich Town Hall this year

The group also discussed the diversity writing contest taking place in Westport, CT that has gained national attention for their topic on white privilege. Overall as a group we agreed that the topic had merit but that the media coverage may have been taken out of context.

Member Non-Profit Updates:

YWCA

As an ongoing component of the First Selectman's Diversity Advisory Committee we will continue to support local member non-profit's events in town. Approximately 170 people attended this event and the discussion and topic were very meaningful.
In April the YWCA will host their Stand Against Racism event at Town Hall. Joan will send along save the date information and flyer for distribution.

**Greenwich United Way**

David Rabin, President & CEO of Greenwich United Way shared that he will deliver a presentation on April 11th on Making Tough Choices. This interactive demonstration is around making tough financial choices and focuses on the ALICE (Asset Limited, Income Constrained, Employed) population. The goal of the presentation is to raise awareness of the folks that the Greenwich United Way is helping (1 in 5 Greenwich residents meet the ALICE criteria). The program is sponsored by the Greenwich United way and G-CHIP. To RSVP to the event please email: mroyes@greenwichunitedway.org

**Diversity Recruitment and Retention Update, Part 2:**

Bob Stacy presented a further breakdown of recruitment and retention by school and by total employee group. This breakdown does NOT include maintenance staff (they are classified as town employees assigned to the board of education). It also does NOT include professional staff (school secretary, nurse, etc.).

Some things that might impact the upcoming school year and staff/recruitment:

- February 1st was the retirement notification date for teachers in town
- Going forward the school start time may also impact staff departures:
  - sometime in March it will be announced which two elementary schools will be impacted
  - GHS will start 1 hour later and Middle Schools will start 15 minutes later

The group again landed on the topic of labeling students through the “free & reduced lunch program”/. Bob Stacy will look into inviting food services to come to our March meeting as the group feels sensitivity to this area.

**Spring Programming:**

Pamela Toper revisited the idea of hosting spring programming around “Islamophobia” and said that she had a conversation with Rabbi Mitch Hurovitv at the ADL training who offered to help with planning. A date along with additional details will be forthcoming. Pamela will also reach out to the Greenwich Fellowship of Clergy to see who else might be interested in taking part in this panel discussion.

**Upcoming Dates & Upcoming Business:**

- Our next meeting will be held on Tuesday, March 14th and will take place in our regular meeting location (Mazza Room) Town Hall
- Erica Mahoney will bring town statistics for quarterly review
- Jennifer Flatow will have committee contact list updated with new member information for next meeting

Meeting concluded at 12:59 pm

Respectfully submitted, Jennifer Flatow, Vice Chair