First Selectman's Diversity Advisory Committee
Meeting Minutes
Tuesday, September 14, 2021, 12:00 pm

Join Zoom Meeting:
https://greenwichct.zoom.us/j/84470529609?pwd=VitLdGt5bkZEdFVlMFZXYV2p0eWttZz09
Password: 4175839

In Attendance:

Call to Order
Bobby Walker, Jr., Chairman, 12:05pm

1. Approval of June 2021 Meeting Minutes
   Minutes not provided

2. Goals This Year
   a. Mission Review, Discussion, and Approval
      • Reflection on the purpose of the FSDAC. Who are we?
        o Used to be the affirmative action committee, focused on looking at hiring practices in Town and government departments
          ▪ Evolved into group where local leaders can discuss various topics of diversity, equity, and inclusion; and plan educational opportunities for people (including an ADL presentation and a panel on the Muslim American experience)
      • Review of two versions of mission statement, one created by the committee which included goals, values, and hopes and the other, a shorter statement that includes themes expressed by diversity committees in other towns and cities
      • Request to review statements and provide feedback on a statement that would guide the work of the committee
        o Missions are distinct, one is structurally focused and about systems and the other is about community education and being a resource
        o The first statement might require approval from town leadership
          ▪ First Selectman suggested that FSDAC serve as a town resource/liaison between the community and town leadership and leadership
      ○ Points to consider: How do we think about budget?
        ▪ Currently no budget/funds
        ▪ Ultimate hope that the committee can be sustainable
        ▪ What happens when there is a different First Selectman?
Will the committee consider issues concerning older adults and people with disabilities?
  o Commission on Aging and the First Selectman Advisory Committee on Disability address these issues
    ▪ Opportunity for collaboration because these groups must be included in diversity and inclusion efforts
  o Will the group develop a vision for the Town or for the FSDAC?
    ▪ The FSDAC represents various organizations in Town. Therefore, through advocacy work, events, and panels we contribute to shaping the Town's thoughts related to and a vision for diversity equity, and inclusion.

Group edited second statement, which now reads:
The First Selectman’s Diversity Advisory Committee encourages and facilitates dialogue in the Town of Greenwich about diversity, equity, and inclusion; actively contributes to a vision for diversity, equity, and inclusion that represents all Town residents; and makes recommendations to community leaders based on this vision. The Committee serves as a significant community resource.

b. Socioeconomic Forum
  • Moved to future meeting

c. Police Forum
  • Moved to future meeting

d. More timely responses to local and national news
  • Moved to future meeting

3. Possible name change?
  • Everything the committee does reflects on the First Selectman
  • First Selectman suggests that the committee is about the town, not necessarily just about the First Selectman
  • Hope that committee can be autonomous
  • There is value in changing the name but the name comes with some authority and credibility in the Town but the First Selectman is not always directly involved in the work (has his name but not his voice)
    o Some group initiatives might be “political”
  • Group will review the distinction between First Selectman’s committees and other Town committees
    o Budget
    o Resources and access to facilities
    o Status/Credibility/Vulnerability
  • Reflection on the First Selectman’s engagement with the FSDAC
  • Plan to reflect on the mission of and directionality of the group and present to the First Selectman
  • Ted, Gaby, and Bobby to explore options for the committee and report in October, including the opportunity for more concrete funding and to be included in the budget process
    o Could strengthen group’s position
4. Committee member announcements/comments
YWCA Greenwich, Erin O. Crosby
Panel on Critical Race Theory, September 22, 7pm

6. Adjournment: Gaby Rattner, Jr. 1:00pm

7. Next Meeting – June 8, 2021