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

Join Zoom Meeting: https://greenwichct.zoom.us/j/84470529609?pwd=VitLdGt5bkZEdFV1MFZV2p0eWttZz09
Password: 4175839

In Attendance: Erin O. Crosby, Danielle Jean-Guillaume Sittol, Darian Jones, Dawn Kaam, Ted Pardoe, Karen Richard

Guests: Laureen Taylor

Call to Order
Ted Pardoe, 12:03pm

1. Welcome New FSDAC Member, Darian Jones, Coordinator of Family Self-Sufficiency and RITE Program, Family Centers
   • Has been working in Town for the past 8 years
   • Supports community members with educational and employment pursuits
   • Partners with Greenwich Department of Human Services
     o Assists clients on site 3 days/week

2. Approval of September 2021 Meeting Minutes
   • Motion: Dawn Kaam, Second: Darian Jones

3. Mission Statement Update
   • Request to meet with First Selectman to for his review and commentary on the group’s mission statement
   • Hope to meet after the 11/02 election

4. Socioeconomic Forum
   • Bobby, Gaby, Demetria, and Ted have met and exchanged information from local resources
   • There is an upcoming Zoom conference with Federal Reserve banks and some economists on this topic
   • We will not be able to move forward with this project by the end of the year
     o Will revisit in January or February
   • Department of Human Services and CCI and other Town agencies will participate on a panel
     o Anticipated in early 2022

5. Second Project for FSDAC
   • Brainstorming of potential project ideas
   • Youth Commission considering project focused on negative bias towards Asian American Pacific Islanders, also planning Youth Diversity Leadership Conference
   • Ted introduced the group to a new organization, R.A.G.E.T.I.M.E: Reform and Amend General Education to Teach and Integrate Minority Experiences
     o Founded by five LGBTQ women in Fairfield County, they are of diverse cultural backgrounds
     o Two of the founders have art displayed together at Building One Community, Stamford
       ▪ Work depicts the metamorphosis of experience of immigrants in the United States with a focus on education
       ▪ Might be worth connecting with this group
   • Erin: YWCA’s Dr. King event will focus on gender and trans identities (not confirmed yet)
     o Move past the gender binary and consider the lived experiences of transgender people, particularly transgender people of color
   • Erin: What does collaboration, community-building, and advocacy look like among people of color in this community?
     o Who are the community leaders among people of color?
• What are the priorities and desires of people of lower SES?
  o What can the FSDAC do to make greater inroads?
• We encourage coalition-building to achieve systemic change, but this is difficult without representation at the table, particularly for the most marginalized people.
• Greenwich schools, particularly GA, noted for their work in building student coalitions and advocacy groups
  o FSDAC would benefit from insight and reflection from Bobby Walker, Jr., and Gary Charles
• Initial thinking with Socio-economic Forum: engage national figures but came to appreciate that clients can participate
  o Identified panelists who can tell their story so that we understand the Town’s especially socioeconomically marginalized or disadvantaged citizens
  o We will have a good representation of a variety of people in Greenwich.
• RTM discussed
  o Large, elected body with representatives of the Town’s interests
  o No pictures of representatives
  o What are the demographics of the RTM?
  o There should be more education in the community about what the RTM is, what they do, term limits….
• 2021 Greenwich Equity Profile, from Datahaven, introduced by Erin
  o Datahaven developed reports of all CT towns.
  o Designed to inform local-level efforts to improve community well-being and racial equity.

6. Police Forum
• Goals: community-building, goodwill-building, positive engagement, and partnership with youth
• Bobby communicating with Police Department
• Further discussion in future meetings

7. More timely responses to local and national news
• Revisit topics presented by sustainability committee
  o Erin described a panel on waste justice, held on 09/28/2021: Waste Justice: Impacts & Solutions for Greenwich
    ▪ Screened a documentary, Sacrifice Zone
    ▪ Looked at how industry can impact pollution and disparities and health outcomes as they relate to environmental justice.
  o Panel included people from the Connecticut Coalition for Environmental Justice, the Zero Waste Project and Conservation Law Foundation and Waste-free Greenwich, and a community member
• Further discussion in future meetings

6. Committee Member Announcements and Updates
• None

7. Adjournment: Ted Pardoe, 12:46pm

8. Next Meeting – November 9, 2021