First Selectman’s Diversity Advisory Committee  
Meeting Minutes  
Tuesday, November 9, 2021, 12:00 pm

Join Zoom Meeting: https://greenwichct.zoom.us/j/84470529609?pwd=VitLdGt5bkZEdFV1MFZXV2p0eWttZz09  
Password: 4175839

In Attendance:  

Call to Order  
Bobby Walker, Jr. 12:04pm

1. Approval of October 2021 Minutes  
   • Motion: Bobby Walker, Jr., Second: Gaby Rattner

2. Update of last meeting  
   • Discussed and summarized in last meeting’s minutes

3. Connect with Fred – update  
   • Waiting for First Selectman’s approval of this committee’s mission statement  
     o Scheduling conflicts related to reelection campaign  
     o Considering other ways to connect including text, but do not want to overstep  
   • Brief discussion about return to in-person meeting  
     o Consider: every other meeting in-person or in-person/Zoom hybrid meeting

3. Update on Socioeconomic diversity panel  
   • Gaby, Demetria, Ted, and Bobby have been working on project  
   • Still deciding whether the presentation will be in person, virtual, or hybrid  
   • Event will take place late January or early February  
   • Panelists will include clients served by GDHS and CCI  
     o They will offer local perspective of socioeconomic conditions in Greenwich  
     o Possible other panelists  
   • Panel supported by Dedrick Asante-Muhammad who is interested in learning more about Greenwich culture, target audience of the event  
     o Bobby will share link to his videos and determine his fee  
     o DA-M’s work is research-based, recent focus is on marginalized groups and the growing wealth gap in the US  
     o Proponent of reparations  
     o Erin heard him speak in Dallas at the Communities Foundation  
       ▪ Discussed the wealth gap and the economic divide, in Dallas

4. Announcements from Committee members  
   YWCA Greenwich  
   • In-person workshop: “Becoming Anti-racist”  
     o Opportunity to see a module of the DIVE curriculum  
       ▪ First time this is available to individuals in the community  
   • Annual Dr. King event, January 25, 2022  
     o Focusing on gender beyond the binary  
       ▪ Explore the history of gender and language of gender in this country
Policy

Approach: What does this topic mean to parents and their children who are working to understand this and may also be living through gender fluidity?

- Stand Against Racism, April 2022
  - Still developing topic
- Will hire someone for the Gender and Racial Equity Research Analyst position for the Center for Equity and Justice

Junior League

- Actively working on incorporating DEI initiatives in committees
  - Membership Committee is incorporating awareness into meetings
  - Community programming advertised and available to all groups to ensure participation of diverse group of Greenwich children
  - *Money Sense* offered at the Boys and Girls Club and then to REACH Prep
  - *Positively Me* program to be offered in January, February, and March (March will be in-person, self-esteem-focused program for third grade girls
  - Looking for support to promote the program

Greenwich High School:

- Continue to promote awareness of diverse backgrounds
- Celebrated Hispanic Heritage Month, included announcements
- Planning for Black History Month 2022
- Planning Diversity Awareness Week, last week of February
  - Theme: Embracing our unique differences, strengthens, our understanding, and appreciation of our world
  - Requesting for support in securing/connecting to presenters, performers, and activities for the week
  - Looking forward to having Alvin Ailey again

CCI

- Two new American citizens through the citizenship program last week
  - 235 citizens in the past 11 years
- Will partner with Jewish Family Services to help resettle Afghan refugees
  - Will be supporting citizenship effort

GDHS

- Staff started a Diversity and Social Justice Group
  - Erin provided training
  - Meeting regularly, finalized their mission and vision
  - Currently working on improving how clients are identified in terms of gender and racial identity
    - Reviewing forms and case management system to be more inclusive
    - Also looking at access to services and removing barriers
      - UnitedCT van to visit Greenwich tomorrow, program provides rental assistance and support related to impacts of Covid-19
      - GDHS staff and state staff will support residents who need assistance accessing this service
      - Can get support with up to $15,000 in arrears in rent and up to $1500 in utilities

Brief Discussion on Greenwich 2021 Equity Profile (Shared by Erin)

- Equity reports for different communities from Data Haven
- Data for Greenwich and Stamford combined, difficult to parse out data of these communities with different demographics
- Different data points of general demographic data: race, gender
- Interesting information about housing, voter turnout
- Broad demographic data is accessible in different ways, but subtle differences depending on who's presenting the data
- For socioeconomic panel consider sharing data from equity report and United Way needs assessment
5. **Introduction of Darian Jones, Family Centers**
   - Greenwich RITE Program Coordinator and Manager of Self Sufficiency Programs
   - On site at GDHS 3 days/week
   - Provides employment assistance at all stages of the job search and career development
     - Support youth to seasoned professionals
     - Greenwich Youth Conservation
     - Windrose

6. **Adjourn 12:44pm**

   **Next Meeting: December 14, 2021**