First Selectman's Diversity Advisory Committee  
Tuesday, November 10, 2020 at 12:00 p.m.  
Meeting Minutes

Join Zoom Meeting https://greenwichct.zoom.us/j/87475714482?pwd=NFFlU0d0Q2JGbGVTVmwvR2JTHV4dz09  
Password: 3924898 Or Telephone: Dial 1 646 518 9805  
Webinar ID: 874 7571 4482 Password: 3924898

In Attendance:
Fred Camillo, Garfield Charles, Jennifer Flatow, Mary Forde, Danielle Jean-Guillaume Sittol, Dawn Kamm, Mary Lee Kiernan, Clarena McBeth, Hale McSharry, Demetria Nelson, Ted Pardoe, Pamela Toper, David Rabin, Gaby Rattner, Bobby Walker, Jr

Agenda Items:

Call to Order
Jennifer Flatow, Chairman & Chair Bobby Walker Jr., Vice Chair at 12:03pm

1. Approval of September 2020 Meeting Minutes
   Motion to Approve: T. Pardoe, Seconded: M. Forde

2. Compassion Campaign/World Kindness Day
   • Still a lot of anxiety associated with presidential election
   • Suggestion to launch project on November 13, National World Kindness Day
     o Commit to offering acts of kindness daily, be deliberate in demonstrating commitment to others
   • Virtual messaging is kind of losing luster, but we need to maintain an online presence
   • H McSharry communicated that Facebook is the not the ideal platform, but suggests that it can be used to promote events, post videos
     o FSDAC has not used FB in a large capacity/there is no organic following
     o Can consider paid, targeted advertising on FB, can pay as little as $100 to boost a post
     o M Forde suggests reaching out to Julie Farynierz of Greenwich Alliance for support
     o M Forde: one of the norms in GPS is care for self and others, can engage school in this area
       ▪ Years ago the police handed out “caught doing good” tickets, rather than parking tickets
       ▪ Stopped people on the street picking up trash or holding a door & gave them a “ticket”, consider reinstituting projects like this
   • D Rabin posts motivating, positive messages on LinkedIn every Monday
     o Committee members can consider promoting kindness through this platform
   • Can call out other organizations, “catching them doing something good”, whether an event they’ve hosted or going to host
   • Any positive news should be posted, should not be political nature
   • J Flatow will ask First Selectman to put something on his official Instagram
   • Gary concerned about the platform that should be used to engage teens, Hale communicated that since Instagram is owned by Facebook, any purchased Facebook ad will also be posted on Instagram
     o Videos on Instagram are viewed by high school and college-aged people
     o If we want to appeal to this audience, that is a great way to do it
     o Promoting through the First Selectman’s Instagram will expand our reach
   • First Selectman’s Community Connections comes out on Friday, FSDAC will draft messaging around National World kindness day
   • G Paquin: should we make a list of things that people could do? Make cards for or calls to seniors, for example?
     o Engage people further and ask them to post what they did that was kind on our website on Facebook
     o Create opportunities for children, maybe a classroom activity
     o Goal is to engage the entire community, can work virtually or in person, everyone can be included
• G Charles: “Cardinal kudos”, GHS encourages students to acknowledge the good they see in the school community
  o Ongoing, creates sense of community
  o Students are mindful of their actions
• Should we tally acts of kindness?
• Should we challenge other towns to be kind?
• Messaging complements the spirit of being thankful, holiday season
• J Flatow will explore logistics of Instagram account and connect with the First Selectman

3. Historical Purpose of Committee/Mission Statement Project
• In the past, FSDAC was inspired by work related to affirmative action and was very closely tied to hiring trends in Town
• Need to engage the First Selectman in efforts to revise the committee’s mission statement
  o Documents on the committee are dated and don’t reflect current composition or vision
• Need to craft a new mission statement to be approved by the First Selectman
• Work group to rewrite FSDAC mission statement and goals and objectives: G Rattner, G Charles, M Forde, D Nelson, ML Kiernan, and G Paquin
• Request to First Selectman to see if the committee bylaws are archived
• G Charles: Take into account the mission and vision of similar organizations
• J Flatow recommends review mission statements of other Town committees

4. Committee Member Updates Committee

YWCA and Fellowship of Clergy
• Flyer from ML Kiernan, Emanuel: Atrocity, Forgiveness and Action, Thurs, Nov 17, via Zoom
  o refers to horrific shootings in Charleston, SC five years ago in June
• Erin O. Crosby, the first Director of Women’s Empowerment and Racial Justice at YWCA Greenwich, will be a panelist
• T Pardoe is moderating the event
• Polly shepherd, woman who Dylann Roof told to “go tell the story” will be a panelist
• Dorothy Nins, well known is Town, and Adrienne Reedy are panelists
  o Adrienne and husband Steve Reedy are working on a venture, From Racism to Grace-ism
    • They hosted a panel after a screening of a Emanuel at Stanwich Church last fall
• The event will start with a focus on the movie, then move to discussion on white supremacy, structural racism, forgiveness, repentance, and transformation. There will be a little Q & A after hour long panel conference.

United Way
• Community Investments, currently processing grant applications
• Employee campaigns, looking to have a successful fundraising period
• Will announce grants in the middle of January, grants committee will review community programs
• Community Planning Council this Thursday with D Nelson who will respond to questions from the community

Greenwich High School
• Next week student event on the 18th

Junior League of Greenwich
• Enchanted Forest will be done virtually, chairs and committee has been working to make it a success
  o To participate go on website, Enchanted Forest will provide information to purchase
  o Gingerbread houses, tree decorating kits, small silent auction, can buy trees that are decorated

CCI
• Looking for donations of turkeys (fresh or frozen) and the raw ingredients for all the sides and baked pies, and volunteers to help deliver Monday, Tuesday and Wednesday leading into Thanksgiving

Hale McSharry
• There are overlaps in FSDAC and First Selectman’s Committee for Sustainability
• Request for this committee to explore and address sustainability issues because this refers to environmental justice
• Perhaps Committee for Sustainability members can visit next meeting especially as we consider updating this committee’s mission and bylaws
• Would be beneficial to collaborate with other committees and other First Selectman committees

**Student Panel on Diversity, December 3**
• Partnership with YWCA Greenwich, Greenwich Alliance, Greenwich Library, and GHS
• Danielle to moderate
• Conversations related to identity and perception in Greenwich
• Will support planning of FSYC conference in February

4. **Next Meeting Date: 12/08/20**

Adjourn: 12:54pm