First Selectman's Diversity Advisory Committee
Tuesday, December 8, 2020 at 12:00 pm
Meeting Minutes

Join Zoom Meeting https://greenwichct.zoom.us/j/87475714482?pwd=NFFlU0d0Q2JGbGVTVmwyR2lJTHV4dz09
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, Shermain Johnson, Dawn Kaam, Mary Lee Kiernan, Clarena McBeth, Hale McSharry, Demetria Nelson, Jill Oberlander, Ted Pardoe, Pamela Toper, David Rabin, Gaby Rattner, Bobby Walker, Jr

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

1. Approval of Minutes from November 2020 Committee Members
November meetings minutes will be approved next meeting.

2. Membership
Updates, Review of Composition of FSDAC Membership
- There are open positions
  o FC and MLK have made recommendations, with these members there would be 20 members.
- Should we consider capping the group at 25 or 30 members?
  o More members mean more ideas, more information sharing.
  o Inclusivity should be a priority
    ▪ Encourage membership from communities that are not currently represented
    ▪ Encourage membership of police, fire department, and older Greenwich residents
      • Ensure representation of all stakeholders
- Members encouraged to reach out to JF if they have recommendations

Mission Statement and Website Copy
- Group is revising FSDAC’s mission statement so that it reflects the current group and efforts and to ensure a more robust presence on First Selectman’s website
- DR proposed a revised mission statement and encouraged feedback: The Greenwich First Selectman’s Diversity Advisory Committee exists to advise the First Selectman on equity and inclusion strategies that strengthen connections within the diverse community that we share.
  o Concern about name of the committee select “man.”
  o Group does more than advise so incorporate implementation of programs and support of organizations.
    ▪ “Advise First Selectman on equity and inclusion strategies”?
    ▪ Key words: Support, connections, replace “exist” and “advise.”
    ▪ Consider a more active verb to describe the educational aspects and committee’s work in the community: educate, build awareness, foster, facilitate.
    ▪ Consider: advising First Selectman on reducing systemic barriers that exist within the town through education and awareness and through policy budget priorities
- Brief discussion about committee goals to enhance process of developing mission statement.
  • Previous committee goals were related to affirmative action and hiring process in Town.
  • Committee will develop a global mission statement that speaks to the actions of current committee.
  • First Selectman will then identify short and/or long-term goals.
  • Members will share their ideas, updates, edits with DR and review previous mission statement.
  • Group to review website copy.

3. Membership Updates
- Discussion on term limits for members and leadership
  o Need Town guidance related to governance on volunteer committees.
**Discussion prompted by Jill Oberlander regarding Sustainability Committee**

- The SC have emphasized on equity and inclusion in their composition and membership.
- They are developing an equity approach and engaging other Town organizations.
- Need to start an equity dialogue, encouraging municipalities to implement sustainable practices.
  - Engage an equity coach.
  - Might help FSDAC in developing our mission statement.
  - SC and FSDAC can meet and have a broader conversation.
    - FSDAC can benefit from this expertise and guidance.
    - This suggestion was well received.
    - TP suggested reviewing the mission statement of Stamford Stands Against Racism
      - Comments about Greenwich Together: mixed reviews
      - Reminder from MLK that E. Crosby will be a resource to the community.
        - She has expertise and experience in assessment of equity and capacity within organizations as well as training capability and delivery of anti-racism curriculum.

**4. Compassion Campaign/World Kindness Update**

- HM created a Facebook post that was included in the First Selectman’s Community Connections, a weekly newsletter including Town happenings.
- HM crafted his post based on resources from the world kindness day organization website.
  - pleasantly surprised by the number people who interacted with the site and shared.
  - used the page to share information about a diversity panel and will continue to share more.
  - FB is a good place to start sharing and continue with longer term campaigns.
- Must continue promotion efforts through Community Connections and FB
  - Recieved feedback from community
  - This effort, with updates to mission statement and website will enhance FSDAC’s social media presence.
- Request for group picture, should see it next meeting.

**4. Committee Member Updates**

**Board of Education, SJ**

- Before shutdown, district had been reviewing minority recruitment efforts, plans had not been updated since ‘99.
  - Small committee began to have conversations and develop ideas to move forward.
  - Also working with other districts throughout Fairfield County under the guidance of members at CES
  - Interruptions due to shut down but will reengage members to develop a plan for GPS.
  - Monthly engagement of leadership team related to diversity and equity.
  - Leadership team book discussion facilitated by CREC; White Fragility
  - In response to panel discussion, encouraged engagement of youth interested in diversity and representation in school administrative and teaching staff.

**Greenwich High School, GC**

- GHS students engage in lengthy conversation, related to civility, every Wednesday, program recorded.
- Working with a group and teacher in Zimbabwe, some students are directly connected.
  - Will develop a website to showcase concerns of students from both countries, Zimbabwe and US.

**Youth Services**

- Bob Kocienda, who facilitates the Center for Youth Leadership at Bryant man McMahon high School and the Mayor’s Youth Leadership Council at in Stamford wants to invite Greenwich youth to work on policy and advocacy initiatives.

**5. Next Meeting- January 12, 2021**

**6. Holiday Wishes & Adjournment: 12: 56pm**