

**COMMITTEE TO COMBAT RACISM AND BIAS
MEETING MINUTES**

7:00PM WEDNESDAY, January 10, 2022 on Zoom

In attendance: Anne Bancroft, Libbie Bridge, Aaron Fontaine, Eilee Foley, Chris Jones, Chuck Lawton, Matt Murray, John Ranco, Victoria Simon, Alyssa Skaves.

Jeanine Means, *Library Liaison*

Kathryn Lagasse, *Town Liaison*

Call to Order 8:04

1. Land Acknowledgement, Chris Jones (next up: Chuck Lawton)

Moment to recognize that we are all in a space that is traditionally indigenous land of the Wabanaki Confederacy - we are existing in their home lands; acknowledge the truth of colonialism; lift up the elders of past, present, and rising working hard to make the confederacy reach its greatest being. Please watch Dawnland (documentary)

2. Process Manager Report and Suggestions, *collective*

Good to have new folks among us - welcome John and Libbie!

- Reminder of members, teams and terms (unless noted, all members began in 2020)
 - Co-chairs: Alyssa Skaves, Aaron Fontaine
 - Secretary: Anne Bancroft
 - Victoria Simon, Chuck Lawton, Eileen Foley, Matt Murray, Chris Jones
 - Alternates: Libbie Bridge (12/2021), John Ranco (21/2021)
 - Liaisons: Jeanine Means, YPL

New Business

1. Updates from Charter Objective Subcommittees (20 minutes)

- a. O1 (Chuck Lawton, Libbie Bridge, John Ranco, Alyssa Skaves) - paid family medical leave (from Kathryn) - non-union group from the town is looking at the same policy. Chuck's proposal is basically that finding good employees is the hardest thing to do - but the ideas of involvement in recruiting and evaluation is important. HR policy could elaborate around recruitment. York has enormous opportunity to hire - we should make an effort to recruit broadly and inclusively.
 - i. Question: (Matt) does the charter preclude review and consultation with people outside the Town Manager's office? (Kathryn) No, though town manager has ultimate responsibility. BOS actually appoints department heads.

- ii. Might there be a more targeted place to start? (Libbie) Adding additional process might make present hiring more challenging - maybe start with job descriptions as a way to start.
 - iii. Hiring a firefighter - have two female applications (Kathryn)
 - b. O2 (Victoria Simon, Anne Bancroft, Chris Jones) - proposal from Matt in the works; merged with the work of bringing groups and orgs together around DEI. (March 26 - Ask a Mulim Anything at the Library - cosponsored with York Hospital)
 - c. O3 (Alyssa Skaves, Aaron Fontaine, Eileen Foley) - no new report -
- 2. Juneteenth Update (10 minutes) (usamatty@yahoo.com) - join calendar proximity to connect Juneteenth with July 4th - include LGBTQ/Pride and indigenous celebrations - ask town to designate that period of time to encourage events/celebrations - focus on celebration of independence (?) - under the umbrella of the BOS. We want honest and thoughtful feedback. Working on how to present a proposal. "Cultural adventure" (Matt) A bit of riskiness, perhaps. We might anticipate pushback - which can be good, in a way. Victoria: reached out to York Maine for Black Lives. (Aaron) It's going to need phrasing that makes sense: freedom from oppression, etc. in order to move towards "palatable." (Matt) July 4th is going to happen - we want to connect these events.
- 3. Town Employee Training Update (15 minutes)
 - a. CCRAB Timeline for Mars Hill Group - Aaron had conversation with Steve Burns about challenges (time and other things to do). The training recommended was too much. Department heads, first line supervisors and Board and Committee Chairs instead. (Kathryn) do one training in first six months - maybe longer than two hours? Doing it every quarter is too much - overwhelmed and understaffed. Scale back the size. Other staff could have smaller training. Ex: sexual harassment training - one session for supervisors and department heads; two session (shorter) for everyone else. Aaron will go back to Mars Hill and see what can work. (Victoria) would vote for 2 hour; 3 hours is a lot to focus on. Jermaine offered some creative ideas for mixing it up - Aaron and Alyssa will work on it with Mars Hill.
- 4. Police Chief Search Progress (5 minutes) Already into the process. Will use an outside agency to run the process. (Kathryn will be on maternity leave.) Will likely have some citizen participation. No specific timeline yet - hopefully 6-8 weeks.
- 5. FY22 Budget Ideas (15 minutes) - how much less would Mars Hill be? (10,800) We would have \$1950 if MH stays the same. FY23 request is the same as FY22.
 - a. Art things; displays around town; printing and advertising? Painting the jersey barriers? (we could fund the materials) Ask Mars Hill to review the Juneteenth/July 4 idea?
 - b. Something around "who we will become"? Art competition? Event to get people engaged? Get local companies involved?

6. Reviewing Welcome Sticker Project (15 minutes) - welcome signs linked to rainbow signs. Businesses were worried about getting back on track last summer - a lot of factors outside of what we were trying to do. (Chris) - Aaron will pick this up. Alyssa mentioned the Civil Rights Team, but it's hard to get HS kids going right now. A lot of fatigue. Maybe work on a second design - Alyssa will talk to Becky Lane at Civil Rights Team at the elementary school.
7. 2 New Subcommittees (10 minutes) - Aaron and Alyssa do a lot of things in the background between meetings. Could there be: (?)
 - a. PR Subcommittee - list of things we want to share . . . Matt/Anne/Libbie (check calendar for regular communications) Center info around Maine and New England.
 - i. Newsletters for BOS (Winter Newsletter)
 - ii. Statements (MLK Day, Black History Month) - Response to Events draft?
 - Do we want to do anything else?
 - b. SCCC Subcommittee - (School Culture . . .) "Get to Know You" will be on January 26 - Chris will help with this. Libbie will rotate on that; Eilee; and Alyssa.
8. Review procedures (5 minutes) - do you want to add content to the website? Alyssa put informational graphics; response to events draft; **contact Diana to put minutes on web-site.**
 - a. adding minutes/content to website
9. Review Agenda Items for next meeting (5 minutes)

Meeting adjourned: 8:33

Meeting dates for 2022: 2/9/22 (Zoom), 3/9/22, 4/13/22, 5/11/22, 6/8/22, 7/13/22, 8/10/22, 9/14/22, 10/12/22, 11/9/22, 12/14/22

When the architects of our republic wrote the magnificent words of the Constitution and the Declaration of Independence, they were signing a promissory note to which every American was to fall heir. - MLK, Jr.