

COMMITTEE TO COMBAT RACISM AND BIAS
MEETING MINUTES
7:00 PM WEDNESDAY, April 13, 2022

In attendance: Anne Bancroft, Aaron Fontaine, Eilee Foley, Chris Jones, Chuck Lawton, John Ranco, Victoria Simon, Alyssa Skaves. Jeanine Means, *Library Liaison*

Call to Order 7:01

1. **February minutes** approved.
2. **Process from March meeting with York HS SCCC:** appreciated hearing from teachers and front-line folks. Professional dev't day will be spent on Equity Audit (Longview Education) - empathy interviews with staff members. A lot happening - look forward to results - (check details with Eilee) - students and staff in groups (volunteers) Weigh evidence against standards. Accreditation??
Next news: HS Principal (going to Greeley) two Assistant principals will be Interim. Encouraged to hear that the school district wants to find a good fit.

Updates from Charter Objective Subcommittees

O1 (Chuck Lawton, Libbie Bridge, John Ranco, Alyssa Skaves) *Guidance to the BOS regarding practices, policies and policy changes to ensure the fair and equal treatment of all individuals.*

1. Acknowledge imperative to create a policy that is consistent and will transcend individual hires.
 - a. Exit interviews recommended. (Taking time to reflect and improve)
 - i. @ HS level (Aaron) capturing info relative to BIPOC/LGBTQ person leaving the school. Could we collect resources from other communities? Who are the people who should definitely be at every hire? Recommendation for all hires - suggest a policy be written (with suggestions). We are working with the school through SCCC. (highlight inclusion/diversity)
 - ii. Dialogues within the school - could we be there? How to talk about Equity in a safe/productive way (Eilee)
 - b. Also consider WHERE the postings exist. Reach out to Katherine relative to process, etc. What is the expectation/what are the priorities for what kind of people they're looking for . . .

O2 (Victoria Simon, Anne Bancroft, Chris Jones, with Jeanine Means) *Identify and recommend cooperation and collaboration ^[1]_[SEP] with organizations/committees that are engaged in promoting*

diversity, equity, and inclusion for the people of York and surrounding communities in order to support historically marginalized groups.

1. Recognizing an existing challenge with venues for communication. How do we communicate with the town, at large?
 - a. Town mailer?? Could we piggyback on town mailings??
 - b. Can we get metrics for York Library?
 - c. Can we have an opt-in for a newsletter? Resource page?? Web-site?
 - i. John will investigate availability of domain names

O3 (Alyssa Skaves, Aaron Fontaine, Eileen Foley) *to collaborate with Town Departments to identify practices within our current system that can be revised to ensure the fair and equal treatment of all individuals.*

1. Training with Mars Hill - up and running

New Business

1. Matt Murray is resigning - he's not able to give it the attention it deserves. Also, Alyssa is resigning as co-chair. Vote for new co-chair next month.

Adjourn: 8:31 p.m.

Next meeting May 11, 7:00 p.m., Police Department Training Room