

COMMITTEE TO COMBAT RACISM AND BIAS
MEETING MINUTES
7:00 PM WEDNESDAY, May 11, 2022
Police Department Training Room

In attendance: Anne Bancroft, Libbie Bridges, Aaron Fontaine, Chuck Lawton, John Ranco, Victoria Simon, Alyssa Skaves. Jeanine Means, *Library Liaison*

Call to Order (5 minutes)

1. Land Acknowledgement, John Ranco
 - a. This meeting is taking place on the land of the Wabanki nation, and Abanaki land - 500 children found on US soil that were put into institutional education - grandmother is Penobscot. She remembers that whites “beat the English into them; beat the Penobscot out of them.” interview @ 90. Valentine Ranco - (get link from John)
Next up: Victoria Simon
2. Approve minutes from April, Anne Bancroft
3. Process Manager Report and Suggestions, Collective
 - a. Great ideas that were new - technology ideas that we passed around. Provides momentum.

New Business

1. Updates from Charter Objective Subcommittees (30 minutes)

IF YOUR TEAM IS NOT MEETING/FUNCTIONING . . . what are deterrents?

a. **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.*

Did not meet this month but thinking of putting a proposal to the Select Board to make sure there is a standardized protocol for hiring. Steve Burns officially resigned, effective August 1st. Chuck: we should follow same procedure and include citizen participation. Question is: what are we looking for? What qualities/what criteria are we using to judge candidates? Can we bring these questions to Kathryn? Come up with language that is broad enough to include all Town hires. “Broad lane of channels” to recruit candidates - specific to upper management: participation of town citizens.

****Set up meeting with O1 and Kathryn to see what specifics are already in place.***

b. **O2** (Victoria Simon, Anne Bancroft, Chris Jones, with Jeanine Means) *Identify and recommend cooperation and collaboration 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.*

i. information access - proposal to Select Board: draft a proposal . . . barrier to access to information

ii. town election & school budget approval (SCCC has asked CCRB to support budget - how do we do that??)

- We did not meet this month, either. Victoria checked with a few groups re Juneteenth. 2023 Library will commit artwork to celebrate.
- 29 Mainers being presented with Germaine Moore at Kittery Community Center, May 13.

Develop proposal for information access.

c. **O3** (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.*

i. Update on training - JUST started - only a few people but went well (?) -

Objectives: follow up on Tom Martine's (bias) - awareness/bias/self-reflection - how can I apply it once recognized. Will we get follow-up from Mars Hill?? (Is training about building a more inclusive culture??)

ii. next steps for training? Equity Audit? What's the overall goal for the training?

2. Committee Structure (30 minutes)

a. Maintaining a full team

ANNE WILL WRITE TO DIANA ABOUT LIBBIE AND JOHN, AND 2 OPENINGS??

b. rotating roles?

c. retreat? - how to build a sustainable model for our committee -

Aaron will reach out to Mars Hill re possibility of retreat for this team/strategy.
Spend this year's money but schedule retreat for after fiscal year.

3. Additional Business (5 minutes)

a. Co-chair appointment - meeting facilitating . . .

4. Review Agenda Items for next meeting (5 minutes)

Meeting dates for 2022: **6/8/22**, 7/13/22, 8/10/22, 9/14/22, 10/12/22, 11/9/22, 12/14/22

Committee Structure:

Do we want to rotate meeting facilitation??

Who goes to SB meetings?

Other minute takers?

Time keeper?

School Committee meetings?

What lessons are we learning?? What are we uncovering about town practices??

Need to check about FB/Instagram rules for Town Committees.

Anne - go to new bookstore to give Welcome signs!

Co-chair jobs: agenda setting; co-chairs meet with outside folks every now and then -

Sharing info with appropriate parties . . . logistics -