

1. Committee To Combat Racism And Bias

Documents:

[CCRAB MEETING MINUTES - MARCH 13, 2024.DOCX.PDF](#)

CCRAB Meeting Minutes: 3/13/2024 7PM via Zoom

Present: Tom Martine, Alyssa Skaves, Libbie Bridge, Archie Jones, John Ranco, Owen Davis, Catherine Bonner, Anne Bancroft

Not in attendance: Victoria Simon

We are the Warriors documentary – Documentary covers the 5 year process of Wells removing their mascot from their school sports teams. The director and filmmaker will be there to introduce the film and answer questions. Sponsoring with York Diversity, CCRAB, and York high school Civil Right's Team.

Library is taking care of PR for the documentary film, we can all share on our own Facebook pages

Website development: Set up a separate meeting to go through website outline to then present it to the selectboard. The need to be a connection and communicate about information, events in the town is an identified need.

Facebook page:

ACTION: Libbie will reach out to Aaron to inquire about regaining access of the Facebook page

ACTION: Alyssa will reach out to former member Stevo Reid about regaining Facebook access.

Introduced Owen Davis to committee – chief of police department. Spoke about addressing underlying needs and collaborating with Kittery and Eliot. Police department has seen an increase in violence, utilizing deescalating techniques.

Anne asked how we can support the police department with accessing a social worker for the department – look at the budget to see if there are financial opportunities for social workers and psychological support. Questions regarding sufficient support for police officers were asked. The department hires a psychologist who participates in training and provides support to police who may need emotional support. Officer wellness program has been initiated – the expectation is to ask for help if you need it. Budgeting for recruitment and retention, trainings – would like the opportunity to answer more questions regarding training and wellbeing. Owen Davis encouraged reaching out with any additional questions.

Discussion of setting up another Coffee with A Cop – John will follow up to set a date, hopefully before May. Coffee with a Cop could be a great opportunity to have a conversation and bring up more in-depth questions.

James Kences will be present next month for April meeting.

Decarlo Brown will be attending CCRAB May meeting.

At this time, the rest of the departments are still being scheduled to participate in future meetings.

ACTION: John will reach out to Kittery DEI for next meeting

Anne spoke to Todd Fredricks about creating banners for other representations.

Selectboard acknowledged that there is no policy about the hanging banners, it is under consideration right now. There are limitations to the content that can be displayed on the banners per the town.

ACTION: Use Libbie's agenda format going forward.

Meeting adjourned at 8:20 pm.