

COMMITTEE TO COMBAT RACISM AND BIAS
MEETING MINUTES
7:00PM WEDNESDAY, February 9, 2022

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 7:01

1. Land Acknowledgement, Chuck Lawton

Grateful to have been introduced to this tradition: sharing a reading he discovered traveling with his granddaughter - a different way to understand what we are acknowledging. "Traveling with . . . so it was the indians' way to pass through without leaving trace . . ." (long reading) they seemed to have none of the Europeans desire to master the landscape . . . inherited caution and respect . . . not to antagonize and arouse . . . took as little water as would serve their needs . . . they never desecrated it."

- a. Next up: Matt Murray
2. Approve January 12, 2022 minutes, Anne Bancroft
3. Process Manager Report and Suggestions, *collective*
 - a. Can we identify a timer to keep track during our meetings? Chris will do it tonight and then we'll do alphabetical. (Eilee up next)

New Business

1. Updates from Charter Objective Subcommittees (20 minutes)
 - 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.*
 - i. John, Chuck and Eilee met. Summary: talked about examining job descriptions as the most useful task. Also researching training about language - what tends to be associated with gender/race/etc. Kathryn suggested going department by department - lots of job descriptions so it's a big task. Maybe start with the nine department heads. Police Chief job will be reviewed by outside group. Libbie has resources specific to inclusive language. Will offer a guide. Criteria would be very helpful going forward.

- 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.* Our group met and covered Matt's proposal again. Talked about messaging and branding. Time needed for the larger outreach? Libbie: struck by the idea of "journey." This year is sort of the beginning that could move forward to next year, etc. Aaron: we're not ready this year? Good to build . . . want to be sure we show up in a variety of venues. Anne: want to communicate the development of this idea to BOS. Alyssa: add to newsletter.
 - c. **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.* Not much to report this month. Aaron willing to help out O1.
- 2. Juneteenth Update & Discussion, continued from O2 conversation. Matt: talking with other groups at greater depth is a good thing: ideas about the impact, the importance of our messaging, etc. Chris: we have an idea of the direction we're heading. Does it make sense to figure out what to support this year? How might we want to support monthly celebrations/presence/communications, etc.? PR Committee has started collecting the monthly recognitions . . . CHRIS: Daily question: "did you know?" Collaboration between town and schools possible? Victoria: York Weekly? Library? Eilee: could have connections to local resources for Domestic Violence . . . Could that be on the town web-site? Or on Channel 3? (Kathryn) Would Elks, Rotary, Chamber of Commerce?? (Chuck) Alyssa: joint effort with O2 and PR? Need a Rotary connection . . . Kathryn: are we encouraging Juneteenth as a Town holiday? **Aaron and Alyssa will present recommendation to make Juneteenth (federal holiday) a town holiday.** (February 28) Are we sponsoring a Juneteenth recognition? We reached out to York Maine for Black Lives - they are a bit factioned right now. How can we support a collective effort? Is there a "master" list? (to John)
- 3. **Mars Hill Group Update** - Aaron: sent proposal to Kathryn and Steve. Broke down into DEI training, one 2 ½ session; then training for employees (get details from Aaron). Four sessions for other employees = progressive or the same? (the same) Should be done before the summer. CCRB members could join the leadership portion (?) Aaron will clarify.
- 4. PR Committee (Alyssa Skaves, Libbie Bridge, Matt Murray, Anne Bancroft)
 - a. What items should be included in our CCRAB newsletter to BOS & our website.
 - i. Juneteenth and months of recognition
 - ii. Reformatted subcommittees

5. Welcome Sticker Project Update - variety of art designs for the Welcome sticker - Civil Rights Team Advisor at Coastal Ridge Elementary School - Day of Welcome. Also HS Civil Rights Team - students at Arts Club. WELCOMING ARTWORK! Aaron: we had “foot soldier” issues last time. Can we use York Weekly to disseminate? “Pick up stickers at Town Office”? (What does Welcome look like to you??)
6. Additional Business - bring up Lou’s article in York Weekly -
 - a. Victoria LV1626 - Legislation to help Wabanaki Confederacy access to federal assistance (changing the 1980 restrictions in Maine) SURJ is hoping CCRB would be willing to support the legislation. Public hearing in Augusta on Tuesday, February 15. This is the next step to land acknowledgement. If we can’t make a stand, we can raise awareness of the issue. Individuals can contact state legislators. (Chuck) capacity for controversy around casinos. (Victoria) that is no longer an issue. Next step: John is happy to help with process part. (Anne will help) It would go on our FB page - if we “share” something as a group, feel free to share with your friends.
 - b. Tom Martine reached out to CCRB. Long list of things they’re reviewing - one month away from joint meeting. School Culture and Climate Committee. Do we want to dedicate a whole meeting to them? Yes.
 - c. Do we want to respond to middle school book issue? Alyssa: best thing we can do is to support librarians who are feeling attacked and vulnerable - their professionalism is being questioned.
7. Review Agenda Items for next meeting

Adjourn: 8:31

Meeting dates for 2022: 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