

COMMITTEE TO COMBAT RACISM AND BIAS

MEETING MINUTES

7:00 PM WEDNESDAY, JULY 13, 2022

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

Call to Order 7:05 p.m.

1. Alyssa provided a land acknowledgement, encouraging reflection on our relationship with the land.
2. Minutes for June meeting were provided by Alyssa, and approved.
3. Process: feedback included that it was a good meeting, especially regarding lightening the load.

Update on August retreat: we will be joined by Michael Buensuceso, Equity Director at Berwick Academy. Aaron, Alyssa, and Libbie are meeting with him on July 20 to update him on goals. We'll gather on September 14th for a three-hour session.

Potential goals for retreat: how to be more impactful/effective; how do we navigate communication with new Town Manager and Select Board; roll-in/roll-out process for new members; where is the racism and bias in this town? What does it look like to have significant changes? Identify the problem . . . The proclamation expressed a willingness - do we need strategies? (To address "political" nature of our work) Review Charter.

Update on search for Town Manager: Deadline for application, July 26. Nature of Town Manager positions - quantity and quality has decreased. Average duration is 3-5 years. Expectation for living in York is not a requirement - qualities: familiar with state concerns; work with town planner; fluent in Maine law; handle housing concerns; no political agenda; "fresh look." Comment about this being "political" is indicative of a problem that needs attention . . . Space for conversation (ex: Baha'i Center chat with white woman and man of color)

Further conversation included questions about

- locating discrimination in the town of York: how do discrimination complaints get recorded in the State of Maine?
- Rental housing as a prime example of discrimination. Can we get someone from the State Office Discrimination to come meet with us?
- What are the barriers for participation in town activities: time of meetings, bike lanes or public transportation? dates/times of Town Hall hours?!
- Whose voices could we uplift in York? And by what means of COMMUNICATION?
 - John and Aaron will be working on web-site development
- Coalesce info from other towns in the region

Meeting adjourned

Next gathering at September retreat and then **October 12, 7 p.m.** Police Department Training Room