

March 6

All,

My name is **Khamla Erskine** and I was not able to attend the first two Diversity & Inclusion meetings.

I was however able to attend the meeting Leo hosted on Saturday, 3/16.

Below is an overview of the committee responsibilities, decisions made at the 3/16 and next steps for this committee.

I. Overview of the committee - Since we have new committee members, I thought it worth summarizing the purpose and background of this advisory committee.

1. **Mission Statement** - The Diversity and Inclusion Committee was created by the Board of Trustees on November 5, 2018. The committee was created to develop and implement programs designed to create a spirit of diversity and inclusion for all that live, work in and visit the Village of Croton-on-Hudson. Additionally, the Committee will work to promote the diversity goals of the Village - to understand and respond to the needs of an increasingly diverse community - to encourage respect and tolerance for those individual differences that enrich our community.

2. **Thoughts from previous meetings:**

- a. Formulate educational programs on matters of tolerance and diversity in our community
- b. Continuance of multicultural festival. An additional idea is the creation of a film program coordinated with the Croton Library covering topics of tolerance. Public libraries, schools and public forms can be used to deliver education information, programming and materials.
- c. Value of leadership, taking a stand and the idea of putting thoughts and words into positive action
- d. Within the category of women's rights, issues of domestic violence and abuse be brought to the forefront. The possibility of a discussion panel in which victims can provide testimonial.
- e. An emphasis on importance of information gathering. The committee will work to gather voluntarily submitted statistics on the number of languages spoken in the village, same sex households, etc as key data is not necessarily reflected in a census.

3. **Committee shall have at least three Croton-on-Hudson residents.** Please see link below for the full list of members (link is internal to committee members). Please update your email and phone number, please also let me know what subcommittees you would be interested in participating. It would also be helpful to have a lead for each of the subcommittees who can commit to organizing and facilitating the discussions for each subcommittee. We will be meeting every 2 - 3 weeks.

- a. Immigration - Andres, Jordy (new addition)

- b. Multicultural Festival - Amy, Andy, Evan, Heather, Khamla
- c. Statistics & Information - Heather, Leo, and Robin
- d. Speaker Series - Amy, Andy, Evan, Heather, Lauren (speaker)

II. 3/16 meeting (Attendees: Leo, Sherry, Khamla, Ross, Ella)

1. Organizational decision - Khamla and Leo will co-chair the Diversity & Inclusion Advisory Committee

- a. Decision was made that four subcommittees are sufficient for the 2019 agenda.
- b. Rick Olver is the Village Trustee Liaison and the committee will document the requirements to be submitted to the trustee liaison so that it can be presented at the board meetings.
- c. Potentially, a Communication person should be identified for the Committee to determine the communication strategy.

2. Festival discussion

- a. Budget estimate for festival (based on 2018 event, the Board approved budget was \$3,500 plus \$500 from Hudson Gateway Chamber of Commerce). We are asking for same amount again.
- b. Location - Preferred location would be Vassallo Park and potentially the Yacht club (has indoor facilities for rainy day situation). Sherry to ask if the two hour parking rules can be suspended so that attendees are not ticketed for street parking if we end up using Vassallo.
- c. Date - To be determined
- d. Evan to reach out to Jennifer Rutheny to identify other artists in the community.
- e. Khamla to bring in Fabiana Chiu for creating a sustainable diversity and inclusion program and also introduce her to Sherry.

3. Immigration - Sherry to provide contact information for Mary Cronin from the local Indivisible chapter.

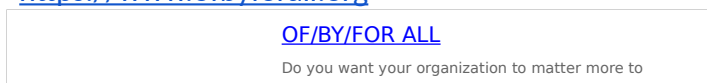
4. Flying flags at the Village Hall - based on Leo's research, we are recommending sticking with universally recognized symbols of inclusion, e.g. Pride Flag, and well-established periods, e.g. Pride Month in June. For reasons of separation of church and state, any religious flags would be inappropriate for display at village hall.

III. All Other Business -

- a. I have reached out to Mr. Plotkin at PVC to the committee. We had previously partnered on a Holocaust survivor speaker event for the 8th grade and I am hoping we will be able to partner on other educational events as well.
- b. I am also planning to reach out to CET and the HS.

Please watch this video provided by Fabiana Chiu (Fabiana is a program officer for NYS Arts and has experience with developing sustainable diversity and inclusion programs in communities.)

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IV. Next Meeting will be held Friday, 3/22 at 7:30 PM at our house. 320 Grand Street.

I'd like to ask that you attend if possible especially the folks who have expressed interest in the Festival as it takes a lot of organization.

I am very much looking forward to working with everyone.

Thanks,
Khamla