

**Date: Friday, March 29, 2019**

**Location:** 320 Grand Street (Khamla Erskine's home)

Attendees: Khamla Erskine, Ross Erskine, Ella Erskine, Kristyn Mather de Andrade, Lorraine Voytek, Andy Finkelstein, Andrew Courtney, Tamara Loomis, Jordy Bell, Sherry Horowitz, Daniel Oppenheim

## I. General Points

1. The agenda for this committee should be informed by the community members. To the extent we can, we should bring in representatives of diverse communities to be part of the committee. We also discussed the need for additional mechanisms that will ensure our goals, issues, decisions, and actions indeed represent the overall and diverse Croton community.
2. We mentioned some preliminary Objectives of the Committee These are more detailed than the mission statement. however, this requires considerable additional formulation for the benefit of our committee, each sub-committee, and our ability to provide recommendations to the Village Board. We also identified the need to make our Objectives visible to every resident via the our Village website.
  - a. Croton welcomes all people and is a safe place to live for all communities
  - b. "Inoculate against hate" by engaging COH schools
  - c. Build trust amongst diverse people living in our community through community outreach
  - d. Educate the community on the village resource and services that are available to them
3. We discussed the importance of establishing well defined Goals alongside Issues that impede on achieving them. This is required for both the overall committee and each of its sub-committees.
4. The speaker series can be held at the Croton Library, though depending on the event we can explore other venues such as the Green Growler, schools, places of wararship. We identified an inclusion principle: that different locations attract different demographics. They should therefore be selected carefully while also considering the speaker and his topic.
5. Learn from other communities that have already established diversity and inclusion committees
  - a. Andrew to obtain more information regarding Greenburgh and the work they have done
6. Sherry confirmed there is no cap on the number of committee members.
  - a. Andrew to see if Frankie and other minorities in Croton are interested in participating in the committee. Frankie has strong ties to the Latino community in COH.

II. Four Sub-Committees - Because of the large number of committee members, we agreed to use a sub-committee structure. Each sub-committee will have a facilitator who will work with their group to develop recommendations. We will have a general meeting

once a month. Below is the discussion regarding confirmation of facilitator for the subcommittee and key notes.

1. Immigration

- a. Andrew Courtney will also participate in this subcommittee
- b. Members are: Andres, Jordy, Andrew
- c. Andres - please confirm if you will be the facilitator for this subcommittee
- d. Include women's rights and domestic violence / abuse under this subcommittee

2. Multicultural Festival

- a. Members are: Amy, Andy F, Evan, Heather, Khamla, Tamara and Kristen
- b. Facilitator: Khamla
- c. Main points of discussion were that the festival needs to have a defined theme, activities should be participatory, and can include tables for organizations. Include programming that will appeal to more than just families with kids. Other ideas included comedy, ethnic acts, bringing in a local celebrity and making use of social media.
- d. We also identified that even if the Festival does NOT have a defined theme -- aka is just a PARTY, that our Diversity Committee could go a long way in bringing in diverse Croton Demographics that otherwise would not come. Kristine provided the examples of families without children, Ella the example of teen-agers, and Daniel the example of the elderly.
- e. A goal and KPI was identified: "To increase the number of participants X-fold within 5 years (X was not defined: 4? 10?). This was inspired by the Video provided by Fabiana: Of/By/For-All.
- f. *Sherry - would you please let us know what guidelines we should follow in regards to organizations that can be invited to participate in the festival?*
- g. *Tamara to look at the best date for holding the festival. Last year we ended up competing with home coming which drew away from the event.*
- h. *Khamla to reach out to Croton Schools to discuss potential ideas for school participation.*

3. Statistics & Information

- a. Members are: Leo, Heather, Lorraine, Kristen and Robin, and Daniel Oppenheim
- b. Facilitator: Leo
- c. *Leo to provide a walkthrough of the information he has gathered to date at the next meeting*

4. Speaker Series

- a. This is a series of events and not just necessarily speakers, it can include music.
- b. Members are: Amy, Andy, Evan, Heather, Lauren, and Andrew
- c. *Facilitator: Heather - would you please confirm that you are the facilitator for this subcommittee?*

III. Next General Meeting: Thursday, April 25, 7:30 - 9 PM at our house. 320 Grand Street.