

Diversity & Inclusion meeting – June 8, 2018

Attendees: Leo, Jordy, Ella, Ross, Tsui, Lorraine, Khamla

Location: 320 Grand Street

All,

Thank you for spending a Friday evening with us.

Below is a summary of the meeting. Please let me know if I have mis-stated anything.

I. Recap of Summerfest table (All)

- Visuals (the photo frame and community art) worked well and drew people in. Although the frame was popular and we were focusing on the "We are Croton" message, we will need to figure out how to emphasize the diversity and inclusion more. Jodi had the following suggestions on messaging - "We are Croton, we are responding to x event, what we see as the future of Croton"
- Most people who stopped by were moms with young children
- We did not have people of color stopping by the table.
- Some verbatims we capture through conversations at the event - "I feel as if all eyes are on me and my child when I walk into a room", "park accessibility for Ossining visitors, it does feel inclusive that people who are visiting from out of Croton can not go to specific village only parks". Leo explained that there was a legal reason for some parks to be only open to village residents due to the fact that the maintenance is funded through village tax dollars.

II. How do we get more diverse people interested in working with the Committee? (Khamla)

- Leo to reach out to Ken Sargeant
- Khamla to reach out to Jim Moorehead

III. Need help with advertising the June 20th listening session (Khamla)

- All committee members to reach out to people they know who may be interested in the event and invite them to attend
- Khamla has created a Facebook event and has shared it. So far, we have 15 people saying that they will attend and another 45 saying they are interested in attending.
- Jodi to help with creating a flyer that is more visual for the event, Tsui will get it translated to Spanish and we will be posting the flyers at the Black Cow, Franki's deli and the laundromats.
- Tsui to publicize the event through the Spanish mass at Holy Name
- Andy - please ask Rabbi Jaesch to announce the event at Temple Israel

- Leo - would you please ask at the meeting on Monday evening with the board if they can advertise the event on the village website and on the email distribution?

IV. Other suggestions for the listening session (All)

- We decided to start with two simple questions (1) why are you here? (2) have you had an experience in Croton when you didn't feel comfortable because of your diverse background?
- Since people may be hesitant to speak out in front of a group of strangers, we said that it would make sense to use post it notes where people can answer the questions and then the facilitators could group the responses thematically to guide the discussion.
- Since it is a public event, we may get people who attend the event to protest the diversity and inclusion agenda and we should be prepared for handling the situation.
- Leo - please provide the demographics of the village starting from 1980 to see how the demographics has changed. Leo - would you please send this to me so that I can share with our facilitators in advance of the event?

V. How do we involve more young people? (Ella)

- Ella has spoken to the student leaders of PRIDE club and STAR club and introduced via email to Kristen and Danny.
- Tsui Yuen Pappas will be joining the student committee
- The student leaders will be having an event in September that we may want to leverage. There will be a book club reading at the school of the book "Between the World and Me". Perhaps we could do a community wide reading of the same book?

VI. Census (Jordy)

- Jordy has found that there is already a village committee called "Be Counted in Croton" and it is headed by Bryan Healey. They have been meeting every two weeks since October.
- Leo to find out more about who is on the committee during the Monday evening meeting.

VII. All Other Business

- Khamla's busy period is about to start at work in July and so Leo will be leading the meetings for the next while. Khamla will still be to help out.

Thanks,
Khamla