

Croton-on-Hudson Diversity and Inclusion Committee: FINAL MINUTES
Wednesday, December 16, 2020, 7:00 PM Video Conference

Present: Leo Wiegman, Jodi Epstein Hoefler, Sherry Horowitz, Amy Melman, Michael Mui, Jessica Ganus, Justin Johnson, John Habib, Aliyah Simpson

Google Meet: <https://meet.google.com/pfs-wdhm-yvy>

Div & Inc Committee webpage: <https://www.crotononhudson-ny.gov/diversity-and-inclusion-committee>

AGENDA

1. New Business

- a. Health and Welfare check.
- b. Introductions of new guests: No new guests.
 - i. We did establish that Mayor Pugh has appointed Justin Johnson and Lisa Stefanoff.
 - ii. We need to follow up on whether Mayor has also appointed Michael Miu and Jessica Ganus.
- c. **Leadership Transition:** (2 mins) (Leo)
 - i. We need a Co-Chair! If interested in serving as a *Co-Chair* for next term, please email Mayor Pugh at bpugh@crotononhudson-ny.gov to apply for the position.
 - ii. This position involves strategic planning, drafting agenda and minutes, leading meetings, and the guiding of our committee activities. Team members remaining on for next term can support your transition for months of December and January.

2. Ongoing Activities (25 mins)

- a. **Native American Heritage Month:** Letter to Editor (Justin, Jodi)
- b. **Discussion Group subcommittee:**
 - i. We have position openings for two *Co-moderator roles* within our Discussion Group subcommittee. The first co-moderator opening is now available, and the second in late January. This role requires interest in moderating such a forum, along with a basic understanding of the Zoom software application or similar technologies. (5 mins) (Jodi, Maria)
 - ii. During transition, our successful Discussion Group/forum will continue. Jodi can assist a new Co-Moderator between now and late January, at which point she begins maternity leave.
 - iii. Upcoming Discussion Group topics:

- (1) Michael Mui, Effective Communication/Identity Badging, 1/12/2021
- (2) Lisa Stefanoff, Gender Identification language, Feb 2021
- (3) Dr Fred Opie, Local Black Family History, date_TBD

- c. **Schools Update:** (5 mins) (Aliyah, Maria, Lisa).
 - i. Croton-Harmon District: District has established an Equality Committee with a No Place for Hate ADL certification program.
 - ii. Hendrick Hudson District: No update, need to identify a liaison to Hen Hud schools.
- d. **MLK Day – Croton Houses of Worship (CHOW):**
 - i. Planning for a book reading event and community discussion centered around “The Gospel of Freedom” by Jonathan Reider. This book is NOT in the Westchester Library System, making a book event based on it harder to organize. (Justin)
- e. **Croton Free Library Update:** (Amy)
 - i. We discussed that the function of a Book Recommendation Committee should/could be. Amy and the CFL have provided us with excellent book recommendations for Native American Heritage Month, which are now published on our committee webpage.
 - ii. We discussed the timing of the process could be better organized:
 - 1. Themes for the months flow from the Diversity Calendar. (See calendar at our Committee’s webpage link above.)
 - 2. Ideally, we coordinate request for suggested readings with the Croton Free Library staff librarians (children, young adult, adult) one month in advance.
 - 3. This will allow more time to vet suggestions and determine which titles are available via the WLS system.
 - 4. Books we recommend that are NOT in the WLS system can be listed with that disclaimer.
 - 5. Once the lists are prepared, they are published both on the CFL website and the Div & Inc Committee webpage on the Village’s website.
- f. **Future Project Roles:** (Incoming Committee Members should volunteer for at least one project) (5 mins)
 - i. Discussion Group: Aliyah, Maria, Jodi, Sherry, John
 - ii. Schools Group: Aliyah, Maria
 - iii. Book Recommendations Group: Amy, Tsui, Justin, Leo
 - iv. Supervision/Strategy: Leo, (Incoming Co-Chair);
 - v. Communications/Public Relations: Jodi; _____ OPEN after Feb 1.
 - 1. Jodi explained the Communications role includes (1) Monitoring the email account for incoming messages and for outbound notices, (2) Preparing Discussion Group e-flyers and emailing invitations. Managing RSVPs, (3) Assisting letters to the editor efforts.
 - vi. Charities and Non-Profits Liaison: Tsui
 - vii. Website Liaison; Lisa Stefanoff expressed interest.
 - viii. Police Reform Liaison: Michael Mui
 - ix. Member Recruitment and Onboarding: Maria;

- x. Member Training and Education: Michael, _____
- xi. Houses of Faith Liaison: Justin

3. Administration (10 mins)

a. Committee Membership: Required Training:

- i. The required training for all Village Committee volunteers is offered by Village through PERMA is available online and has been reduced to 2 classes (Workplace Violence, and Sexual Harassment).
- ii. The URL links are attached to the minutes of last meeting 11/18/20)
- iii. Send your 2 course certificates to Village Asst Mgr, Brian Healy, bhealy@crotononhudson-ny.gov
- iv. New village volunteers have 2 months to complete the courses 2 hours).

b. Review of received email communications (5 mins) (Jodi)

c. **Set next meeting date:** typically 3rd Wednesday of the month; January 20, 2021,

d. **Adoption of minutes** of prior meeting

e. Other:

- i. Committee members bios for webpage: (Save for next meeting)

Enclosures:

Members: Leo Wiegman, Tsui Pappas, Jodi Epstein Hoefler, Maria Modica-Snow, Amy Melman, Lisa Stefanoff, Michael Mui, Jessa Mittelman, Jessica Ganus, Kristen Mather de Andrade, Aliyah Simpson, Justin Johnson, Amy Melman, Daniel Oppenheim.
Village Trustees: Sherry Horowitz, John Habib, Len Simon.