

**Croton-on-Hudson Diversity and Inclusion Committee: FINAL MINUTES
Wednesday, January 27, 2021, 7:00 PM – 8:15PM Video Conference**

Members in attendance: Tsui Pappas, Jodi Epstein Hoefler, Maria Modica-Snow, Amy Melman, Lisa Stefanoff, Michael Mui, Jessica Ganus,, Aliyah Simpson, Amy Melman, Village Trustees: Sherry Horowitz, John Habib, Amy Ferrara.

Absent: Leo Wiegman, Jessa Mittelman, Kristen Mather de Andrade, Justin Johnson, Trustee Len Simon

AGENDA

1. New Business

- a. Health and Welfare check.
- b. Introductions of new guests: none
- c. Mayor Pugh has appointed Michael Miu and Jessica Ganus.
- d. **Leadership Transition:**
 - i. Maria has graciously agreed to temporarily Co-Chair! Thanks, Maria!

2. Ongoing Activities (25 mins)

3. MONTHLY RECOGNITIONS

February	African-American History Month
March	National Women’s History Month, Irish-American Heritage Month and National Deaf History Month (March 13 to April 15)
April	Diversity in Action Month

a. Discussion Group subcommittee:

Invitation was extended for anyone with any idea or wish to do something for March, not necessarily a discussion!

- i. we have filled the 2 positions for *Co-moderator roles* within our Discussion Group subcommittee. Lisa Stefanoff and Michael Mui will take over for Andy Finkelstein and Jodi Epstein Hoefler. Many thanks to all!! (5 mins) (Maria)
- i. During transition, our successful Discussion Group/forum will continue. Jodi and Lisa co-hosted the January discussion facilitated by Michael Mui, who also did his own screen sharing. Thank you Michael for a great discussion on communication. The session was dedicated to Dr. Martin Luther King, Jr., honoring him as an incredible communicator!
- ii. Recent Discussion G
 - a. Michael Mui, Effective Communication/Identity Badging, 1/12/2021
- b. Upcoming Discussion Group topics:
 - i. Feb. 10, 2021. Lisa Stefanoff, Sherry Horowitz and Maria Modica-Snow are working on a discussion about Black History Month, its origins, objectives and future. Sherry has written a letter to the editor of the Gazette highlighting the event and mentioned relevant books to be posted on our webpage. (Our original discussion for that night on Gender Identification language will take place at another time – likely June/Pride Month.)

- ii. March (tentatively) Dr Fred Opie, a former Croton resident will present a program regarding growing up in Croton and sharing some experiences of his Black Family History. This may be a co-hosted program with the Library, because of Dr. Opie's fond memories of his days there; the Library will record the program and keep it for Croton's benefit. Jodi started a discussion about trying to get newspaper coverage of the event in the form of an article (vs. letter to the editor) and the relationship between the Library and the D&I Committee. John Habib agreed to contact Gary Cahill (Croton Gazette) and Bruce Apar (Rivertowns Journal North (monthly newspaper) and possibly Journal News. Discussion of putting out a press release and inviting the press to cover the story, and having the CHHS student newsletter do a piece as well
 - iii. Lisa suggested a "call for speakers" for future discussion meetings. The general consensus was that it was a good idea. We'll add it to next month's agenda.
- c. **Schools Update:** (5 mins) (Aliyah, Maria, Lisa).
 - i. Aliyah spoke of her disappointment that the school district seems to have no plans for Black History Month. She will help get the word out to Administration, Staff and Students about our Feb. Discussion Group Meeting. We briefly mentioned that the Croton-Harmon District has established an Equity Stakeholder Committee, facilitated by a professional who has worked with many school districts in dealing with diversity, equity and inclusion in their districts. Aliyah mentioned at the last meeting that the school district had examined an Anti-Defamation League "No Place for Hate" certification program.
 - ii. Hendrick Hudson District: No update, need to identify a liaison to Hen Hud schools.
- d. **Croton Free Library Update:** (Amy)
 - i. Nothing new to add, but they have been implementing the procedures outlined in last month's meeting.
- e. **Future Project Roles:** (Incoming Committee Members should volunteer for at least one project) (5 mins)
 - i. Discussion Group: Aliyah, Lisa, Maria, Michael, 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: Lisa has agreed to take on the Communications/Public relations role.
 - vi. Charities and Non-Profits Liaison: Tsui
 - vii. Website Liaison; Lisa Stefanoff
 - viii. Police Reform Liaison: Michael Mui
 - ix. Member Recruitment and Onboarding: Maria;
 - x. Member Training and Education: Michael, _____
 - xi. Houses of Faith Liaison: Justin

4. Administration (10 mins)**a. Committee Membership: Required Training:**

- i. As far as we know, all members who have applied for membership have been appointed. Please remember, if you have not completed the 2 required courses and submitted your certificates, you have 2 months from the time of your appointment to do so.

- b. **Review of received email communications** (5 mins) Lisa reported that she received one email, a registration for our Feb Discussion Group! No promos have been sent out, but she hung a flyer at the Black Cow. Thank you, Lisa!

- c. **Set next meeting date:** typically 4th Wednesday of the month; NEXT MEETING February 24, 2021.

- d. **Adoption of minutes** of prior meeting: (Postponed to February to review revised minutes of Dec 16, 2020.)

e. Other:

- i. Committee members' bios for webpage: Jodi said she has all the info that was once on our website. Tsui offered to take that, contact all new members for photos and bios, and contact existing members to see if anyone wanted to update anything. Thank you, Tsui!
- ii. John Habib began what turned into a very good discussion of the "plan" which was done according to Gov Cuomo's mandate regarding police reform, and our role in it because of the intersection of community policing and a diverse community. The discussion covered many topics, Aliyah and Michael, both of whom were on the village committee, shared their thoughts and experiences, and Sherry added to the discussion, including to remind us that we need to state what we want to see. Michael also emphasized how marginalized the Latinx community is, especially those who do not have legal status. It was decided that Michael will forward the plan to each of us on Feb. 1 when it becomes public. We should all read it and we will discuss it at our next meeting and see what, if anything, we can advocate as the D&I Committee.

Enclosures: