

Croton-on-Hudson Diversity and Inclusion Committee
September 28, 2021
Video Conference
MINUTES

*****ZOOM DETAILS*****
to be sent in separate email!!

Diversity & Inclusion page on Village website: <https://www.crotononhudson-ny.gov/diversity-and-inclusion-committee>

MEMBERS:

Temporary Co-Chair: Maria Modica-Snow

Tsui Pappas Lisa Stefanoff Michael Mui	Jessica Ganus Amy Melman Justin Johnson	VILLAGE TRUSTEES: Sherry Horowitz
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1. Introduction and Opening Business (5min)

- a. Health and Welfare check of members
- b. Introduction of Guests, if any
- c. Leadership Transition
 - Leo has resigned & Maria has agreed to serve through the end of this year. Discussion is needed as to the future of the Committee - how to continue it and whether it should be continued. Discussion will take place under Old Business.
- d. Approval of minutes of April 2021 and June 2021 – unanimously approved.

2. Administration (5-10 min)

- a. Recognition of Sept 15-Oct 15 as National Hispanic-Latino Heritage Month and October as National Italian-American Heritage Month and National Disability Employment Awareness Month.
- b. Committee Membership: Required Training – every one needs to take the classes annually, and everyone should have received an email from Paula DiSanto about live classes on Oct. 13 or on-line. Word is that it is easier in person than taking the course on-line.
- c. Review of received email communications (Lisa) None to report.

3. Committee Reports

- a. Discussion Group (Lisa, Maria 5min) Next Discussion Group is Oct 27th and it will be about Italian-Americans, Christopher Columbus and the history of Columbus Day.
- b. Housing (Jessica 5min) Emergency Rental Assistance Program (ERAP) is 16 pg application, very difficult for most people to fill out on their own. Her office (Peekskill Section 8) stays open late every Tue & Th to assist tenants in applying; they send a check list for info needed, and will assist anyone, even those not living in Peekskill. If you know anyone who needs rental assistance or is a landlord, they can call 914 734-4216 or on line CityofPeekskill.com (look under Departments, Section 8) to make an appointment. The tenant does NOT have to be a Section 8 participant and immigration status is not required as part of the application. We discussed how we could help and spread the word to reach out to Crotonites who might be in that situation. Sherry will approach the village board to make sure we can post resources on our webpage and spread flyers, send the flyers to our Discussion Group email list, etc. ERAP is a NYS program, and different agencies throughout the County are assisting in filling out the applications.

4. Old Business (10-15 min)

- a. Committee members' bios for webpage: no status report
- b. Call for members (see 5a); future of committee/sub-committees (see 5d)
- c. Lorraine Hansberry initiative: We will host/sponsor an organizational meeting for any community member who is interested in working on this. The meeting will tentatively be held Oct 28, 2021, via zoom from 730-8:30PM. We will first email those people who have expressed an interest since Feb 2021 to make sure this date will work for them. Once a final date is chosen, we will ask the Village to send out an e-blast and publicize it.
- d. Discussion continued on how to get new members, and a consensus was reached that perhaps we need to take the initiative for a program, like the Lorraine Hansberry project, and allow non-members to work with at least one member (or alternating members) as a Task Force/ad hoc committee/Project Team, etc. In that way not only will we get some of our ideas completed, but we will have a presence and attract members/co-workers. There are likely many people who will be interested in something, but may not want the responsibility of being member, ie meetings, required classes, etc.
- e. Regarding the future of the committee, Lisa and Maria have committed to continuing in their roles until the end of the year. After that, hopefully there will be someone in leadership and IT, and it was suggested that the Discussion Group take place every other month and the same with D&I meetings, or they can be held as needed when a sub-committee has a report to make.

f. Social note: Jessica suggested that we meet in person at Senasqua Park, possibly sometime on Sunday Oct 17. We decided on Sunday Oct 17th at noon at Senasqua Park, rain or shine. Bring whatever you like-your family, your lunch, a snack, whatever.

5. New Business - held off until next meeting.

- a. Jessica Ganus-flyers in store windows, push for membership.
- b. anyone have contacts with HS to get some HS members, even just as liaison between us and HS; other ideas?
- c. New initiatives-Sherry Horowitz, "Let's Break Bread Together"
- d. past suggestions: Diversity Fair; Diversity Crawl, diverse businesses/owners; 4 major events a year; D&I Book Club; research history of different cultures in Croton, history of Asians, was there a community of Black families before the highway was built and if so, what happened to those families; flags for Veterans, how about for other notable people who have/had ties to Croton?
- e. Tsui's suggestion that most of the "Groups, Liaisons and Other Roles" be eliminated as they were created to bring structure, but with such a small group, the goals are not achievable. (Discuss during meeting or hopefully one or 2 members will offer to review them and make recommendations of what to keep, eliminate, modify or add.)

GROUPS, LIAISONS, AND OTHER ROLES

- **Discussion Group:** Maria, Lisa, Sherry, Michael
Mission/Purpose: To engage the community in expansive discussions on matters of anti-racism and other forms of bias, inequality, and injustices.
- **School Liaisons Group:** Michael, Maria, Sherry
Mission/Purpose: To ensure connectedness of ideas, attitudes, and actions between the school bodies and the D&I Committee
- **Book Recommendations Group:** Amy, Tsui, Justin,
Mission/Purpose: To provide thoughtful and provocative reading materials in connection with promoting diversity, equity and inclusion – often in relation to the celebration of the month
- ~~**Supervision/Strategy:** Leo, Maria~~
Mission/Purpose:
- **Communications/Public Relations:** Lisa, Sherry (?), other?

Mission/Purpose: To invite participation and promote D&I activities including Discussion groups, Letters to the Editor, other PR, flyers, email lists, etc.

- **Charities and Non-Profits Liaison:** Tsui

Mission/Purpose:

- **Website Liaison:** Lisa Stefanoff

Mission/Purpose: Single point of contact for Bryan Healy relating to website updates- including book lists, discussion group materials, statements, etc.

- **Police Reform Liaison:** Michael Mui

Mission/Purpose:

- **New Member Recruitment and Onboarding:** Maria;

Mission/Purpose:

- **Member Training and Education:** Michael, Jessica

Mission/Purpose:

Housing: Jessica

Mission/Purpose

- **Houses of Faith Liaison:** Justin

Mission/Purpose: