

Diversity Equity and Inclusion Advisory Committee
One Niskayuna Circle, Niskayuna NY 12309
Monday, November 28, 2002

Agenda

Welcome

Request for volunteer to take minutes

Committee member introductions/ice breaker

Cobra - interested in change and bringing more cultural diversity to the town

Kiante - interested in bringing school administrator perspective to this position

Lakeia - wants to be able to help create change

Kaitlyn - works with diversity leader in her job and looking forward to making change

Jamie - former member of the racial equity task force, now our supervisor, saw the response to events as a catalyst for change within the town governance.

Ehasuyi - brings background in public health and experience to the committee

Devon - brings background working with students in the community to effect change

Charge of committee

- (1) Advising the Office of the Town Supervisor and Town Board on issues related to diversity, equity, and inclusion as those issues impact our Town;
- (2) Developing initiatives, with the approval of the Town Supervisor, to educate Town employees and members of the public on issues related to diversity, equity and inclusion;
- (3) Recommending a plan for ongoing community input and dialogue relative to diversity, equity, and inclusion issues, initiatives and programs;
- (4) Performing any other advisory tasks related to diversity, equity and inclusion as approved by the Town Supervisor, or as requested by the Town Supervisor and Town Board;

Establishing meeting practices

- Dates and time of upcoming meetings
 - Dec 19 - 7PM
- Rules surrounding meeting platform and attendance
 - the meeting is public
 - there will be meeting minutes taken
- Environment/Tone
 - questions are welcome

- disagreements will happen, but respectful nature of communication is a must
- Meeting “take aways”
 - please bring something to each meeting to share or contribute

Member established goals for committee**Potential Goals:**

- Looking at Niskaday through an inclusive lens
 - How can the town support and celebrate the diversity that exists in our town?
 - Making community events more welcoming
- Not having to seek out diversity
- Looking at the youth sports with an equity lens; BIPOC children, neurodiverse children, differently abled, linguistically diverse ...
 - How can the town be supportive of all families?
 - Training for new staff?
- Town events and programming - are they welcoming to all?
 - Sliding scale for program fees
 - Reaching out to new families, welcoming them and creating a sense of community
- Affinity Groups - especially for new community members
- Bias Response - how can people seek redress for bias they have experienced, where people will not only listen but also act.
- Training - offering opportunities for people to learn about DEI and gain knowledge about cultural competency.
- Library - how can the library be a welcoming place for all members of the community? Courses, programming that is more varied, authors and/or movies that are more representative, training for culturally responsive practices.
- Police - training for officers for responding to incidents and interacting with the community.
- Data collection - systematic approach for collection and analysis
 - Bias response - where can these incidents be reported, collected, and then analyzed? What groups are we serving well and where is there room for improvement?
 - Climate survey?
 - Formal announcement?
- Programming for education - specifically for adults
- Summer Camps - evaluating for inclusivity and cost

Member comments/open discussion

- Group has a \$1500 operating budget
- How is the group charged with responding to events within the community?
 - Community forums?
 - What do we do for the community?
 - How can members of the committee be visible in the community at events?

- When events occur, how can the committee shine a light on the larger underlying issues and effect change?
- How can the committee partner with other organizations, like the school district, to facilitate policy change?
- How can opportunities, like the disconnect at the farmer's market regarding families that are food insecure, be leveraged for positive change?
 - It provides an opportunity to educate those involved to be more culturally competent. How do we want to go about doing this?
- Assume positive intentions when commuting a need for developing cultural competencies.
- How can we be proactive and thoughtful rather than reactionary?
- Who can we invite to the committee from the school district? Possibly, Leah Werther and/or Dr. Jones.
- What mechanisms and structures can we put in place to encourage and facilitate constructive community engagement?

Takeaways

- Think about meeting norms that would be helpful in this process.
- Look over the minutes and think about 3-5 of the goals for the year.
We will think about the scope and sequence for accomplishing these goals - set subgoals and checkpoints to ensure that the ultimate goal is achieved.

Adjournment