

## **RACIAL EQUITY AD HOC COMMITTEE**

### **DRAFT Minutes**

**Tuesday, March 1, 2022**

In accordance with shelter in place order by the Marin County Health Officer for COVID-19, the Town of San Anselmo did not offer an in-person meeting location and this meeting was held via webcast and teleconference by Zoom.

**COMMITTEE MEMBERS PRESENT:** Frank Gomez, Heidi Weller, Tiffany McElroy, Navruz Avloni, Larry Organ, Denise Krawitz.

**OTHERS PRESENT:** Assistant Town Manager Linda Kenton, Town Manager Dave Donery, Planning Director Elise Semonian.

#### **1. CALL TO ORDER**

Tiffany McElroy called the meeting to order.

#### **2. APPROVAL OF MEETING MINUTES OF FEBRUARY 2022**

Larry motioned to approve, Frank second. Meeting minutes from February 2022 approved.

#### **3. DISCUSS THE DEVELOPMENT OF MISSION STATEMENT**

Larry: first sentence – add “live up to the values” rather than “fail to meet our goals.”

Denise: second sentence – add “partnering with our community.”

Heidi: will update mission statement based on today’s feedback.

David: Let’s add adoption of mission statement to our agenda for next meeting.

Heidi: displayed revised mission statement.

Committee discussed further and decided to eliminate portion that reads “that continue to collectively fail us all....in our community.”

Frank: add “bias” to “interrupting.” Revised.

Committee agrees to table mission statement to the end of the meeting.

#### **4. UPDATE ON THE STATUS OF THE TOWN POLICIES AND PROCEDURES AUDIT**

Linda and Elise met with Justice Collective and Ready Set. They’re updating their proposals based on feedback received. By April, hopefully both or at least one will present to committee. Will incorporate policy audit to next year’s budget. Asked them to break up the work into phases so easier to fund. Had a number of proposals and these were the two that were within our price range. They seemed like nice people, understood the space. Linda got a good feeling from both of the meetings attended. Budget still has to be approved by the town council. Actual work would likely start after July 1st – will be in 2022-2023 budget.

RFP available on REAHC webpage.

**5. DISCUSS HOW TO PARTNER WITH SOME OF THE COUNTY'S RACE AND EQUITY PROGRAMS**

A lot of options even if we start with Marin County and their Racial Equity Committee. Tiffany (and Nav as back up) volunteered to sit in on their committee meetings and bring back information.

**6. DICUSS POSSIBLE FUNDING FOR AN EQUITY WORKSHOP FOR REAHC**

Need to build our own capacity. Resources: look at local resources, SURJ, etc. David has outside services budget – can probably sponsor within the existing budget. Bring back ideas to next meeting – who can we work with and how can we tailor it to what the committee needs are.

**7. RECEIVE RESOURCE FROM RACIAL EQUITY AD HOC COMMITTEE MEMBER ON DIVERSITY, EQUITY AND INCLUSION (MCELROY)**

Documentary about James Baldwin's life. Incredible social and racial critique on the Black experience in America.

There are Black owned bookstores in Oakland. Marcus bookstores.

**8. FUTURE AGENDA ITEMS**

Denise Krawitz will share resource next month.

Receive report on policy audit and receive recommendation.

Decide on racial equity workshop for committee.

Approve mission statement.

**9. OPEN TIME FOR PUBLIC EXPRESSION**

No public comment.

**10. ADJOURN**

Meeting adjourned at 7:41 pm.