

RACIAL EQUITY AD HOC COMMITTEE

DRAFT Minutes

Tuesday, April 5, 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: Heidi Weller, Tiffany McElroy, Navruz Avloni, Larry Organ, Denise Krawitz.

OTHERS PRESENT: Assistant Town Manager Linda Kenton, Council Member Steve Burdo, Town Mayor Alexis Fineman, Chris Riddick, Ellie Tumbuan, Lena Carew.

1. CALL TO ORDER

Tiffany McElroy called the meeting to order.

2. APPROVAL OF MEETING MINUTES OF MARCH 2022

Larry motioned to approve; Nav second. Roll Call. Meeting meetings from March 2022 approved.

3. RECEIVED PRESENTATIONS FROM READYSET AND THE JUSTICE COLLECTIVE ON TOWN POLICIES AND PROCEDURES AUDIT AND MAKE RECOMMENDATIONS.

ReadySet (Chris Riddick): See proposals. Master in public administration. Believes in power of government. Around since 2015. Chris has been with ReadySet for 1 year. Organizational assessment. Strategic development. Online virtual training platform called New Day. Focusing on organizational assessment. Diving deeply into knowing where organization is right now. Spend time interviewing individuals, conducting focus groups, dive deep into preexisting documents, so can understand where organization is. Through the work uncover gaps, an idea of where opportunity areas are.

Proposal includes policy as well as people and culture. Work with community organizations and group. Works on messaging to solicit participation. Key is voluntary participation. People are more truthful with third parties. Provided example.

Justice collective (Ellie Tumbuan, Lena Carew): Internal capacity building allows one to sustain, grow internal knowledge, instill confidence, and pass that knowledge on. Really tapping into leadership – can look into many different ways. Knowledge of what it takes to develop, train and design community center initiatives. Establishing common language. Proposal for full time

staff. Larry pointed out numbers on proposal are wrong, Lena/Ellie agreed numbers need to be updated/adjusted.

Heidi: liked that justice collective's work included ensuring this committee's future success. Doesn't believe DEI audit is the end goal. Speaking to next year's town budget, this committee needs to consider not just audit but ball park for next steps – learning or training. Both presented Phase 2 – the audit. Chris said they would propose the plan, but didn't propose executing the plan. Can't just recommend an audit, need to consider audit and training – the phase 2. What action plan comes from that.

Denise: ReadySet can do all the same functions. Can get apples to apples if we wanted to. Audit in and of itself is not an inspirational end goal. Interested in seeing how results of this audit, and whatever training, will benefit town as a whole versus San Anselmo as an employer. Ready Set focused more on that – benefiting the town. Justice Collective felt more community engaged.

Tiffany: who is included? Just full time staff?

Steve: order of operations. Linda looking for recommendation tonight? Do we have a plan to go before council to make this a standing committee? Concern from other council members – they're making a recommendation here before they determine they want to continue.

Linda: committee can initiate this work. Work happens regardless of the standing of this committee. Elise and Linda met with these two companies individually. Need them to scale back their original proposals. We can come back next month with recommendation.

Heidi: if committee to be extended do we want to open it up again?

Nav: both will do great – Justice Collective and Ready Set. Justice Collective is local which is a plus (will understand nuances), and their proposal was easier to read for Nav. Ready Set – really liked Chris's passion about bridging the gap between leadership and others.

Denise: can we get references?

Heidi: are travel costs separate?

Fineman: Council seeking a recommendation that will result in more advancement towards a more equitable and just town. What will move the needle the most?

Tiffany: Took vote. Justice Collective – 4; Ready Set – 1.

Denise: Voted for Ready Set because (1) they're cheaper; and (2) generating enthusiasm.

Fineman: suggested we submit a short statement on behalf of REAHC to Town Council.

Steve: Recommendation of audit come part of as part of continuation of the committee. Gives opportunity to say we want to continue as committee, and there is tangible work to be done as well. Need discussion at next meeting on continuing as committee.

Linda: future agenda item – do you want to become a standing committee? Presentation about your successes over the year. What the structure of the committee would look like? Change makeup of the committee?

Heidi: volunteered to put something together regarding why we need a standing committee. Send helpful information to Heidi.

Larry: will be out on 5/3 too.

4. APPROVE MISSION STATEMENT

Our mission is to identify, expose, and recommend ways to overturn far-reaching and long-standing systemic and structural racist policies, behaviors and decision making in the Town of San Anselmo and our community. We will achieve social justice, racial equity, and inclusion by partnering with our community as well as other organizations to actively eliminate inequities, welcome many perspectives, and create a safe and inclusive town that works for everyone. We will educate and activate individuals and organizations to invest in interrupting racism, bias, bigotry, and prejudice as a shared responsibility to increase the success for all groups.

Mission statement approved unanimously.

5. REPORT ON COMMITTEE MEMBER VISITS TO OTHER REAHC/DEI COMMITTEES IN MARIN AND DISCUSS NEXT STEPS.

Tiffany: reached out to Nancy Vernon who connected Tiffany to people in the County and their racial equity program. Asked to speak with someone from the County committee. Gave her an application if she wanted to join the new committee. Connected with someone from SURJ – going to their April 19th meeting. Neither Fairfax nor Mill Valley have racial equity committees anymore.

Nav: this is helpful context to have in deciding this committee's future.

6. DISCUSS AND DECIDE UPON A RACIAL EQUITY WORKSHOP FOR COMMITTEE MEMBERS.

Heidi: looked at SURJ website for training for this committee. Other options: Tools for Racial Justice – self-administered workshop, and Cultural Bridges to Justice. CBJ has introductory racial workshops.

Denise: talked to Debra from SURJ. Believes we have opportunities to work with SURJ – either piggy backing or on our own. Asked what kind of training we would want. She said they can absolutely put a training for us – way they would do it, would do it for donation. At least 75% of all donations go to SURJ's accountability partners in Marin. Potential topics: going over differences b/w diversity and equity, culture of any group where white people are predominant, and shifts that can be made.

Tiffany: local Lisa Jimenez focuses on DEI trainings as well – olasperformance.com.

Send Linda information so she can circulate.

7. RECEIVE RESOURCES FROM RACIAL EQUITY AD HOC COMMITTEE MEMBER ON DIVERSITY, EQUITY, AND INCLUSION (KRAWITZ)

Denise: Law Enforcement Budget and how it's used in our community. One statistic recently came out – you normalize people who are pulled over by law enforcement by the population of color. From 2015-2016, Black people are 16% more likely to be pulled over than a white person. There is a community discussion in Marin City – took place at a church there. 6 people of color that lived in Marin County discussed their own personal interactions with police in Marin over their lifetimes. One personal story came out of San Anselmo – police targeted a Black person when liquor store was robbed. That person was a kid at the time.

Marin is the most segregated county in the state of California. The thought that these committees aren't needed are a little hard to imagine.

Larry: discusses experience of Black employees.

Nav: We just need to connect with someone who does have a say with County police.

Fineman: Joint powers authority. San Anselmo, Larkspur and Corte Madera and each of those jurisdictions has 2 representatives that make up a voting board that approves the budget. Two representatives on there – Ford Greene & Brian Colbert. The Council is making those appointments.

Burdo: get data directly from police department. Meet with them. Police Board meets on second Thursday of each month.

Fineman: quarterly meeting.

Kenton: meet at 6pm.

8. FUTURE AGENDA ITEMS.

Statement re future of this committee – Heidi willing to write this statement.

Statement supporting justice collective – Tiffany overseeing

Make decision about training.

9. OPEN TIME FOR PUBLIC EXPRESSION.

10. ADJOURN

Meeting adjourned at 8:51 pm.