Minutes of Jan 5, 2022 Social and Racial Equity Committee meeting

The group met in the conference room area of Town Hall at 6:30 (Planning Board workshop in Council chambers). Several new members joined, and Kate Olsen from TTEIC joined via zom.

Group discussed a brief review of the work completed in 2021 including the suggested changes to the Town HR policy documents, and submitted such to Ass’t Manager Judy Hawley. Egan to follow up by 1/26 to confirm process and incorporation of edits and table of content changes.

Brief discussion on possible connections to the RSU5 Equity committee group – some members already been there. More to learn and develop there.

Group articulated three organizing principles and convening purpose for the Group itself:

* Formalize a tangible connection and communication tether to the RSU on student equity issues
* Synthesize and solicit organic community topics and dynamics/grass roots ideas from the public for future discussions, events and to channel those suggestions to the Council
* Continue to examine policies and documents of the Town government operation to assure there is no implicit racial bias, nor unintended discrimination language.

The Group also discussed researching competent group facilitators for public discussions as well as a specific DEI workshop for Town staff, Town Council and potentially for boards and commissions. More detail needed on this idea.

The group confirmed that perhaps first move is to design, organize and schedule some public listening sessions in a safe environment to invite the public to address racism, implicit bias and inequality in Freeport.

Set Jan 26, 2022 as next informal discussion for potential new members to attend and learn about the SREC and inequality issues in Freeport.