Civil Rights Committee Meeting Minutes

Wednesday, April 7, 2021 @ 6:45 p.m.

APPROVED

As a result of the COVID-19 virus, the Civil Rights Committee conducted the meeting via Zoom remote access as provided by Maine law. Zoom allowed all Civil Rights Committee members and members of the public to hear all discussion as required by law.

Present: : Keyla Alston-Griffin, Dheeraj Khare, Miriam Esch Levanos, Kim Monaghan, Jim Sparks, Melanie Thomas, Rafina Young, Rachel Davis (Director, Thomas Memorial Library, Committee Secretary)

Absent: Valerie Deveraux

1. Welcome and Call the Meeting to Order: Keyla called to order at 6:47 p.m.
2. Acceptance of minutes from the March 24 workshop
   1. Melanie made a motion to to accept the minutes as corrected; seconded by Kim; unanimously approved.
3. Brief discussion: Keyla asked for guidance in finding a way to keep the Committee on track whenever the discussion veers too far off of the agenda, wondering if there was something in Robert’s Rules that would be helpful. Everyone agreed that Keyla’s current practice of gently intervening to bring everyone back to focus was working well.
4. Review of Personnel Code: the Committee viewed the Personnel Code on a shared screen and added notes and comments (see attached pages from the Personnel Code)
   1. There was an extensive discussion of the section on appearance and dress code. Kim made a motion to pause the discussion until the next meeting; seconded by Dheeraj; unanimously approved.
   2. ACTION ITEM: Committee members will bring to the next workshop their specific recommendations about language regarding appearance that avoid cultural and religious bias
5. Next meeting: Will be a workshop on April 21 at 6:45 p.m.
6. Other Business:
   1. Rafina followed up on her inquiries about police use of polygraph tests in screening new employees; she reported that there is currently a national push to overhaul the polygraph testing procedures to add questions on bias for police officers; however, she found that questions about bias on a polygraph test are not necessarily useful because people often do not recognize their own biases.
7. Adjourn: Jim made a motion to adjourn; seconded by Kim; unanimously approved. Workshop adjourned at 8:45 p.m.

Minutes respectfully submitted by Rachel Davis, 4/15/21