Civil Rights Committee Meeting Minutes

Wednesday, June 2, 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: : Rafina Alonzo-Young, Valerie Deveraux, Miriam Esch Levanos, Keyla Alston-Griffin, Dheeraj Khare, Kim Monaghan, Jim Sparks, Melanie Thomas, Rachel Davis (Director, Thomas Memorial Library, Committee Secretary)

Absent:

1. Welcome and Call the Workshop to Order: Melanie called the meeting to order at 6:50 p.m.
2. Acceptance of minutes from the May 5 meeting
   1. Melanie identified a few minor typos in the minutes
   2. Jim made a motion to accept the minutes as corrected; seconded by Keyla; unanimously approved.
3. Policy Review Framework:
   1. The committee discussed the framework for policy review and made some changes to the structure and wording of the document and began filling out the form based on the Committee’s prior work on the Personnel Code (see attached document, “Assessing Town of Cape Elizabeth Policies for Racial Equity and Equality: Personnel Code”)
4. Outreach Discussion: 21 Day Anti-Racism Challenge: The committee discussed the Freeport 21 Day Challenge and identified aspects and activities that we think we should include in our own challenge.
   1. Jim suggested that the flow of activities be restructured according to concepts.
   2. Rafina suggested that the challenge begins with current events and then addresses historical roots.
   3. Keyla liked the inclusion of Maine-focused activities, and also reintroduced the idea of including a short, medium, and more in-depth activity for each day. She also suggested that we include some in-person events as activities; Jim concurred, and suggested some group discussions of some of the activities might be helpful.
   4. Kim suggested including a documentary series on the Underground Railroad. Keyla and Kim both mentioned contacting Herb Adams from NPR to see if he might help us with some Underground Railroad information, or possibly lead a discussion or presentation.
   5. Other committee members identified aspects of the Freeport 21 Day challenge that were particularly meaningful to them and worthy of inclusion. These were highlighted in the Google doc in yellow (see attached document, “Freeport 21 Day Challenge”)
   6. Additional resources were discussed for inclusion (see attached document, “21 Day Challenge Other Resources and examples”
5. Other Business
   1. Following up on the last meeting’s discussion, Rafina reported on an article she found advising that employee handbooks substitute gendered pronouns with they/them (see attached article “More Employee Handbooks Replace ‘He’ and ‘She’ with ‘They’”)
   2. Water Body Naming Project: The Town Council has referred the Town water body naming project to our Committee for review and input, to be discussed at our next meeting.
6. Next meeting: June 16 at 6:45 p.m.
7. Jim made a motion to adjourn; seconded by Dheeraj; unanimously approved. Workshop adjourned at 9:00 p.m.

Minutes respectfully submitted by Rachel Davis, 6/9/21