



## Vision 2020 Diversity Task Group

### Minutes

Date: April 11, 2016

Time: 6:45 Social, 7-9 Meeting

Location: Jefferson Cutter House, Lower Gallery

Present: Claire Carswell, Yawa Degboe, Brooks Harrelson, Mary Harrison, Lynette Martyn, David Landskov, Ann Jochnick, Jackie Slivko, Janice Baker, Miriam Stein, Alan Schramm, Alberto Guzman, Kathy Leydon-Conway

1. Welcome and Introduction

Welcome to Ann, attending for the first time

2. Minute taker and back up for May

Lynette, with Miriam and Kathy as backup

3. Review and approve Minutes from March

Minutes accepted as amended

4. Report and assessment of "A Look at Unconscious Bias"

Mary started by talking about the importance of the "how" of our events, our relationships with sponsors and presenters, to be inclusive and inviting. We had 26 co-sponsors, including interest from Belmont, Somerville and Cambridge. There were about 200 attendees.

Mary then walked us through the pluses of the event and then looked at what we might change or adapt for future events. See attached with flipchart notes.

There is a follow up meeting on Thursday, June 2 at the First Parish UU Church, a discussion of Mahzarin Banaji's book, "Blind Spot", on which Christopher Dial's presentation is based.

5. Report on photo exhibit, "Stereotypes"

Feedback from the exhibit has been very positive. Having it at the ACA has worked well as there is always a staff person on site. Since the artist does not have the show scheduled after this, we talked about the possibility of keeping the show in Arlington at another site, particularly where it would be available to students. Janice will check with faculty and staff at the high school, perhaps for now or the fall.

6. Other Reports

Town warrant re: LBGTQ, 4/14/16

Yawa will report next month on the town's Rapid Response Team.

Mary will send an email out to all about upcoming May events:

5/10/16. Stories of Stigma

5/18/16. Meet Fannie Barrier Williams

5/25/16. Being an Active Bystander

7. Other Ideas

Blog post about Unconscious Bias event, Brooks or Yawa.

A town "Justice Commissioner", a paid town position to support diversity throughout.

High School diversity training for staff, perhaps a Train the Trainer from "Visions".

Brooks has permission to use their materials. This would comply with state's cultural competency goal as the "Retell" program is not really diversity.

Bringing True Story Theater to the Middle School

8. For May 9th meeting:

Ideas to increase and diversify our membership

Goals for 2016/2017

Create an Annual Report for end of year/June on website.

9. Meeting dates for 2016/2017

September 12, October 17, November 14, December 12, January 9,  
February 13, March 13, April 3, May 8, June 12.

Next meeting: May 9, Jefferson Cutter House, 6:45pm

Co-chairs: Claire Carswell, Yawa Degboe

Respectfully submitted, Kathy Leydon-Conway