

**Minutes, WT Task Force Against Discrimination, December 7, 2021, 5 p.m.
(via Zoom)
APPROVED on Jan. 4, 2022**

Present: Omar Johnson, Susanna Sturgis, Alexandra Pratt, Terry Kriedman, Cathlin Baker, Brad Cortez

Omar called the meeting to order @ 5:19. There was a problem with the Zoom link. *[SJS note: At least one person tried unsuccessfully to get on the call with the original link, which I had sent out the week before. I apologized and said it wouldn't happen again (fingers crossed!).]*

Discussion of Nov. 18 event

We generally agreed that the low attendance was disappointing but that this was a start. Having a first-time event on Zoom is challenging. We may need to consider advertising in future.

Question: Is there a recording? Omar thinks there may be one on the town's Zoom account. He will find out how to access it.

Follow-up on training opportunities

Alexandra reported that the library has access to a variety of training resources; these generally involve some cost, e.g., for a facilitator. She asked if these trainings or workshops would be for town employees or for the town in general and also if funds were available.

Alexandra will check resources. Omar will check with Jen Rand to see if money is available.

Cathlin asked if there might be federal funding available for trainings focused on anti-racism. She is on the advisory council for [M.V. Nonprofit Collaborative](#), which has been offering various trainings. Cathlin is willing to call Jackie Friedman, the executive director, and see if their resources might be available to us. *[SJS note: Do check out their website. There's a link for Diversity, Equity & Inclusion over on the right.]*

Cathlin also suggested that all island towns could use this training, and that collaboration might be possible. What are other towns doing? Different kinds of resources are needed, for instance sensitivity training and resources for how to deal with these issues when they come up. "Can we piggyback on things that other organizations are already doing?"

Susanna thought that West Tisbury might be the first town to focus on this, though the town libraries have been offering a variety of programs, reading groups, speakers, etc. She said that the [M.V. Diversity Coalition](#) sometimes offers programs. She will follow up to find out what programs they're offering. She added that she was attending a very good eight-week workshop on conflict management run by the [M.V. Mediation Project](#). MVMP's services include facilitating meetings and mediating workplace, family, neighborhood, and other disputes.

Task: Find out what other towns are doing in this area.

Resource List & Website

Cathlin said that it would be a good idea to make resources available on a webpage.

Omar noted that websites cost money, and Susanna cautioned that keeping them up to date takes time and effort and we may not be ready for that yet. Cathlin asked about having a tab on the town website where we could post resources and contact info; this might be a good place to start. Omar will follow up with the town (Janice or Tara) about this.

Susanna is willing to coordinate the compiling of a resource list. It might include grievance procedures for town bodies (town government, school, police department, library, etc.), both for employees and for members of the public.

Cathlin wondered if the Mediation Project might be willing to do an event for town employees (or the town in general?) about what services they offer. *[Susanna will follow up on this once we clarify what we want.]*

Approval of minutes

The minutes of our Nov. 9 meeting were approved. *[SJS note: Minutes were sent to Tara & Janice on Dec. 14. They don't have an agenda on record for that meeting. Did we have one?]*

Other business

In an email Loren raised a question about the diversity of town boards and committees. This is a topic for further discussion.

Agendas can include an item for "new business."

Our next meeting will be on Tuesday, Jan. 4, 2022, at 5 p.m. via Zoom.

The meeting was adjourned at 6 p.m.

Respectfully submitted,

Susanna J. Sturgis
Recorder