

**Minutes, West Tisbury Task Force Against Discrimination Meeting, May 2, 2023, 5:04 p.m.
APPROVED at June 6, 2023, meeting**

Present: Arielle Faria, Susanna J. Sturgis, Loren Ghiglione, Alexandra Pratt, Elaine Cawley Weintraub, Ted Jochsberger

Absent with Regrets: Terry Kriedman

Guest Speaker: Joel Weintraub (Chair, NAACP Legal Redress Committee).

Also present: Kim Lucas

The meeting was held via Zoom. Susanna chaired.

Previous Minutes (March 7, 2023). Loren made a motion seconded by Ted to accept the minutes of March 7, 2023. **VOTE 5 YES, 0 NO, 1 Abstention**

- Mr. Weintraub presented an overview of the mission of the NAACP Legal Redress Committee. From the NAACP Bylaws for Units: “**Legal Redress.** The Legal Redress Committee shall: (1) investigate all cases reported to it; (2) supervise all litigation in which the Unit is interested; and (3) keep the National Office and the Branch informed on the progress of every case. It shall not give general legal advice.” The Committee does not offer legal advice. It does investigate complaints and attempts to mediate solutions. If necessary, it will direct the parties to an appropriate attorney. (As an example, an incident at a day camp in Chilmark). Issues that might be mediated (possibly in conjunction with the Martha’s Vineyard Mediation Group) include workplace issues, homophobia, racial). Susanna asked what options are available to WTFAD if someone comes to the Task Force. Who should they be referred to? Mr. Weintraub stated that they could be referred to the NAACP. They would need to fill out a form and the Legal Redress Committee would investigate if appropriate.
- Loren reported on a meeting with Leon Brathwaite, current chair of West Tisbury’s personnel board. Mr. Brathwaite believes that there should be a diversity officer in place. He doesn’t think that the Personnel Board is currently monitoring the diversity in hiring practices for town positions. He suggested that the Task Force approach the Select Board and recommend that they select a person in town government as West Tisbury’s diversity officer to review the pool of candidates prior to each town hire. Arielle said that she had a discussion with Jen Rand. Although the Town is an Equal Opportunity Employer, there is apparently no way to verify that. The involvement of Maria McFarland (administrative assistant to the Personnel Board) was mentioned. She is apparently unavailable at this time. Ted and Susanna suggested that West Tisbury could collaborate with other towns as with addressing Covid. Perhaps an “Up Island Human Resources Committee”, akin to the school district. Ideas on how to proceed included dedicating a meeting on the topic (Arielle), bringing it to the Select Board, or inviting a member to our June meeting (Loren), discussions with other towns (Susanna will make a list of people to talk to).
- Elaine gave a brief update on the Charter School project to honor five Vineyard women who went to North Carolina in 1964 to register African American voters (see minutes of January 10th and related attachment). It is expected that the project will be finished by

the end of May. There will be a plaque commemorating the event (possibly in the library) and perhaps a PowerPoint© presentation.

- Susanna stated that the Martha's Vineyard NAACP is planning an event on microaggressions in the Fall. She asked if we are interested in cosponsoring or being otherwise involved in planning the event? No decision was made at this time.
- There being no further business or announcements the meeting adjourned (Susanna, Ted second) at 6:07 PM.

Ted Jochsberger
Recorder