

Social and Economic Justice Advisory Committee Meeting Notes - DRAFT

2/19/2019

Chair: Julia Chafets

Attendees: Sidney Collier, Michael Sherman, Neville Berle, Peter Kelman, Janell Perry, Lalitha Mailwaganam, Sigrid Olson, Shaina Kasper

Guests: Kathy Johnson

Approval of meeting minutes:

- Michael moved to open the discussion, Peter seconded
- Michael - need dates on the first set of minutes (Dec 18th)
- Neville moves to accept the minutes as edited, Sigrid second, Michael and Shaina abstain, everyone else approves

Check in:

- Discussion of Peter stepping down as co-chair because missing meetings coming up; Julia to chair solo. If Julia can't be there, will appoint someone else to do them.

Learn: Reflection on Coming Home film

- Circles of Support and Accountability - for folks coming out of jail for minor offenses, circle of volunteers and a professional
- Neville read
- Another Way has open community meetings weekly every Monday at 2pm - Glen Hutchinson went recently for "Open Ears"

Learn: Systemic racism with Kathy Johnson

- Reflection on experiences of racism in Montpelier
- Introduction of CQ strategies, SURJ monthly meetings at the UU church, and 4 workshops
- Watched a video: Moving our Race Conversation Forward by Jay Smooth : 4 levels of racism
 - Internalized racism
 - Interpersonal racism
 - Institutional racism
 - Structural racism
- Structures were based on racist histories and so we have to acknowledge and tackle that.
- As we're doing work in the city, how can we pay attention to systemic issues
 - Suggest policies that represent and call for ending
- Practices vs. Policies.
 - What policies look good but have no teeth or have significant loopholes?
 - And what policies have good intentions but have not been thought through?
 - Difference between how policies are intended and applied

Asset Map

- What's here? And what's missing
- Engaged In / Learn More
 - We have: We're all excited about race! Also significant interest in housing, economic justice, etc.
 - Missing: LGBTQ / sexuality, disability, education, youths
- Network:
 - We have: Identity based social justice organizations, parents, people / therapists, educators, legal assistance.
 - Missing: LGBTQ organizations; Media outlets (local)
- Skills:
 - We have: Research and analysis, writing and editing, organizing and planning, people, facilitation and education, advocacy and supporting underserved populations

- Missing: #s / economics,

Timeline

- Smaller group take up drafting the timeline.
- Two charges / requests from the council that were made earlier in our process. The question was raised: when do they want reports from us? What do they want from us? Answer: We will not be ready to make a recommendation around the living wage policy or bodycams (which is currently on hold or has progressed, in our understanding) until we've done this work (we told them this at the last City Council meeting) We're not taking on other business until we flesh out our process around a vision of what needs to happen
- Julia, Shaina, Sidney and Sigrid, Janell to start planning. (Shaina, Sigrid, and Janell to start)

Town meeting day

- We have a table reserved - we will plan to be there to survey voters and to raise awareness that we exist.
- Lalitha, Julia, Peter, and Shaina to help with the survey.