

Coalition Against Bias and Hate
10.22.2015
Meeting Minutes

1. In Attendance
 - a. Ahmed Alrubaye
 - b. Edward Augustus
 - c. Che Anderson
 - d. Richard Bates
 - e. Joseph Bellil
 - f. Howard Borer
 - g. Linda Cavaioli
 - h. Christa Drew
 - i. Tim Garvin
 - j. Jess Gibson
 - k. Deborah L. Gonzalez
 - l. Nicole Caprioli (In place of Margaret Hurley)
 - m. Stephen Ives
 - n. Edward Karcasinas
 - o. Ann Lisi
 - p. Deborah Maddox
 - q. Edward McGinn
 - r. Mable Millner
 - s. Craig Mortley
 - t. Robert Pezzella
 - u. Cindy Purcell
 - v. Gladys Rodriguez Parker
 - w. Anh Vu Sawyer
 - x. George Smith
 - y. Michelle Smith
 - z. George Spring
 - aa. Mohan Sunuwar
 - bb. Clyde Talley
 - cc. Jayna Turchek
 - dd. Cesar Vega
 - ee. Esau Vance
 - ff. Pat Yancey
2. Appointment process, members expectations and review of mission statement
 - a. Expectation that members are open, honest and create an atmosphere of inclusivity
 - b. Forums will be hosted twice: fall/winter and spring
 - i. Recent forum discussions have focused on bullying, voter turnout, bias and hate, current events
 - c. Procedures and Protocols:

- i. George Smith: Each member should be given a copy of Robert's Rules of Order (Parliamentary procedure) to inform as to how a motion is carried, voted on, etc...
 - ii. Gladys: The coalition should meet around days of observance (MLK, World refugee day, etc...) to speak about the significance of each day
- 3. Follow up on Community Dialogues on Race:
 - a. City Manager: Speaking on City advancement and implementation of strategies
 - i. Recap of appointment process to coalition
 - ii. Recap of dialogues ("They were difficult conversation")
 - iii. Community still has a ways to go regarding listening to each other
 - iv. 75% of recommendations that we submitted were implemented
 - 1. Percentage of minorities hired in City government is up 25% (Percentage of women is up 35%)
 - 2. Close to hiring Chief Diversity Officer, who will be a support for hiring managers to ensure we have the most diverse, qualified candidates for each City job & boards and commissions
 - v. Diversity conversations are not solely the responsibility of the City, but all residents must be open to conversation
 - vi. As a result of dialogue the community wanted action steps
 - 1. Will we be doing one additional feedback discussion?
 - 2. Fall forum will continue conversations of the dialogues
 - b. Tim Garvin: How were the list's recommendations vetted and included?
 - i. Compilation of notes from dialogues were posted online divided into outcomes sought for each evening (ex. list of ways...)
 - c. George Smith: There was no closure after dialogues and coalition now "lacks credibility within community"
 - d. Anh Sawyer: Churches, government and local groups are all charged with helping in this process; we all must learn cultural nuances to help alleviate misunderstanding
 - e. George Spring: Last session was high jacked
 - f. Pat Yancey: It is important to demonstrate we are together as a group
 - g. Robert Pezzella: Subcommittees are needed in this group to make things happen
 - h. Clyde Talley : We need to identify things community suggested vs. things CM suggested, identify trends and the top 10 things that have been communicated by residents; then ask community for help implementing these things
 - i. Motion put forth for subcommittee to review dialogue notes and identify trends

- ii. Ann Lisi: seconds motions
 - iii. Mable Milner: Recognizes motion
 - iv. Vote on motion – Unanimous (yes)
 - i. Mable Milner: Call for committee members
 - i. Committee to convene on 11/5/15 at 55 Illinois Street (Belmont AME Zion) and report back on 12/2/5
 - ii. Volunteer Members:
 - 1. Gladys Rodriguez
 - 2. Pat Yancey
 - 3. Linda Cavaioli
 - 4. Clyde Tally – Chair
 - 5. Ahmed Alrubaye
 - 6. Margaret Hurley (or Rep. from AG’s Office)
 - 7. George Spring
 - 8. Michelle Smith
 - 9. George Smith
 - 10. Deborah Maddox
 - 11. Anh Sawyer
 - 12. Esau Vance
 - 13. Jayna Turchek- Staff/administrator
 - j. Ahmed Alrubaye: We should use education for feedback from Refugee community
 - k. Gladys Rodriguez: There were certain neighborhoods and businesses that weren’t represented; how do we involve them?
4. Next general Coalition meeting: Wednesday, December 2, 2015, 8:30am at the YWCA