

Groton Diversity Task Force Minutes

Feb. 11, 2021

Approved March 4, 2021

Present: Nii-Ama Akuete, Michelle Collette, Deb Dowson, Raquel Majeski, Tim Manugian, James Moore, Deirdre Slavin-Mitchell, Audra Waiters

Also present: Groton Channel

Not Present: Amy Degen, Josh Degen,

Guest: Melissa Doig, Human Resources Director for the Town of Groton.

Meeting was called to order at 7:01 pm.

Approval of Minutes:

Michelle Colette made a motion to approve minutes for Dec. 3, Dec. 10, Dec. 17, Jan. 14, and Jan. 28.

Seconded: Tim Manugian

Discussion: Michelle Colette requested changes to Dec. 17 and Jan. 14 minutes.

Minutes as amended, were unanimously approved by roll call vote.

A Welcoming Community Working Group

Presented a draft policy suggesting that no Employee of the Town of Groton inquire as to the immigration status of any individual unless related to employment status within the town.

Discussion:

Melissa Doig was asked if the Town currently had a policy that covered this, and she said not that she was aware of, but in practice all immigration information for town employees was kept very secure. Melissa Doig stated that each Town Department has their own policy & procedures and also follows Town Wide Policies that Human Resources administers. When Police Chief Luth had been asked by the DTF if police officers inquired about immigration status he said they did not, but there is no written policy stating that practice.

Melissa was asked about training practices for the town, and she said that each department does their own training, but there is Anti-Harrasment Training for all town employees every 2 years and there had been town wide anti-bias training this past summer. Nii-Ama Akuete inquired as to if there had been any thought to vetting employees for bias during the hiring process, and Melissa Doig said not that she was aware of but she would be willing to give it some consideration.

The “A Welcoming Community” working group will continue to research existing policies.

Library Fines:

Raquel reported that the Task force would be able to make a recommendation to the Library Board of Trustees that they review the fine policy.

Tim Manugian made a motion that the Task Force send a letter to the Library Board of Trustees recommending that they review the fine policy.

Ni-Ama Akuete seconded.

Discussion: Deb Dowson responded to questions about fines and the impact on the library, as well as thinking about alternate ways to create revenue for the town to offset the loss of revenue from fines. Deb will create a draft letter to discuss at the next meeting.

Then motion was passed by roll call vote with all in favor. Deb Dowson abstained.

Actions for next meeting:

Ni-Ama will create a framework for Working Groups to suggest “best practices” moving forward.

James and Michelle will continue research for “A Welcoming Committee”.

James, Michelle, Diedre and Tim: report and next steps for Town Image Group.

Deb will write draft of letter to Library Trustees.

Raquel will share policy and training information we have gathered for Deirdre.

Audra and Ni-Ama will complete a draft of the Housing Working Group recommendations.

Next Meeting: March 4, 7pm. on Zoom.

Adjourned 8:22pm

DD 2/12/2021