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 12/2/15
   ii. Volunteer Members:
      1. Gladys Rodriguez
      2. Pat Yancey
      3. Linda Cavaioi
      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. Deborah Maddox
     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