

S.P.I.R.I.T. Committee Goals and Key Strategies Discussion

November 13, 2020

Purpose of Document	This document captures the ideas discussed at the S.P.I.R.I.T. Committee meeting on November 9, 2020 in relation to reviewing the strategic priorities and mission of the group.
Current Committees	<ul style="list-style-type: none">• Events: Opportunities to support diversity and inclusion• Outreach: Promote awareness of SPIRIT committee and partner with other organizations locally and regionally• Data/Audit: To gather data and to assess progress towards DEI goals developed by the Simsbury SPIRIT Council

Notes

Category	Notes
Mission Clarification	<ol style="list-style-type: none">1. Other grass group efforts – emphasize the difference between diversity and inclusion. Diversity for the sake of diversity is not the goal. Inclusion is welcoming and making part of the community. This is harder. Feeling a gap that we have not gotten to the heart of this.2. Hard to achieve – some people’s definition is diversity is “when you invite me to the party”, inclusion is not just standing on the side but being invited onto the dance floor. Welcoming and including in all aspects. Inclusion is part of planning the party.3. Respect of Diversity and Inclusion is not owned by any one political party.
Outreach	<ol style="list-style-type: none">1. Work towards “age friendly” and “disability friendly” community. How do we partner with them?2. Give ourselves a stamp...we are partnering with you to create/validate that you are an inclusion oriented group.3. Partner with other towns – Bloomfield Library
Data/Audit	<ol style="list-style-type: none">1. Can the survey mechanism get a pulse of where members of the community are?2. Vehicle to gather information. Do we need to send out a survey? How reach out?3. Hire a vendor/partner experienced in this type of work.4. Qualitative and Quantitative data

Category	Notes
Outreach and Events	<ol style="list-style-type: none"> 1. Engage with people who we do not currently reach, or view this work as important <ul style="list-style-type: none"> ○ Can we identify specific groups and people who have this mindset and invite them to have a conversation. Create environment for real listening vs “talking” at each other. 2. Have a group to help structure and create approaches 3. Ask Town Leaders (Eric and Sean), invite people to listen 4. Learn through listening, intentional listening 5. Chance for different parts of the community to be heard 6. Listening event..but ask community... “why should we have diversity in the community?”...we have a vision but if we are pushing forward to death ears we are not achieving anything. 7. Forum: Listen to a lot of people who shared stories where they did not feel welcome. Sometimes people unintentionally hurt others. 8. Instead of listening session – come up with 3,4,5 max questions that would help guide us as a committee to inform our process. 9. To what extent is the community and groups aware of what we are doing?. Start a dialogue with them. <ul style="list-style-type: none"> ○ Highlight supportive groups on our webpage. ○ Take the Spirit Committee pledge ○ Tried to do this initially.....thought about creating a seal....we are a group that supports inclusive friendly behaviors and actions. ○ In two “lets talk chats”how is it meaningful to be inclusive...provide advice and recommendations....help local business understand how to be welcoming, inclusive, diverse. 10. We had wanted to do events before the virus – have events and gatherings. Come back to this. 11. Working through the DOJ (Derik) – work with centers of influence in the faith community – share a message of diversity and inclusion – especially in this environment – want to expand who we reach to – in a way of healing – part of Thanksgiving 12. Arts and Essay contest – bring youth into the process – 13. Children’s visit to farm – paired up with children from Hartford
Recruiting Volunteers	<ol style="list-style-type: none"> 1. Reaching out to start bringing volunteers into subgroups 2. One current opening on committee 3. Will need to bring volunteers in 4. Once we end up prioritizing and finalizing list 5. Consider adding a youth member. <ul style="list-style-type: none"> ○ Actively recruit youth as volunteers. ○ Be great to have two youths on the committee. ○ Reach out to Justice League – White students against racism. 6. <i>Note: Working with Equity group, working with youth may be a different focus</i>

Resolution	<ol style="list-style-type: none"> 1. Look at the resolution and use that to help drive our work in the community and the town...a lot of poignant pieces inside the resolution. <ul style="list-style-type: none"> ○ Intentional in who we hire ○ Policies and procedures ○ What is going on in the departments ○ Housing 2. Resolution – working across communities – can we get involved in places where we might not normally – help alongside people you might not know – Cheese Day – Working mutually to accomplish something good.
Police	<p>Make it clear that working towards diversity and inclusion is not exclusive of working with and respecting the police. We need to speak to this.</p> <ol style="list-style-type: none"> a. Police presence with “let’s talk”
Promoting/Recruiting Minority Owned Business	Identify how to get more minority owned businesses in town – Partner with economic development.
Communications	Note: Communications – social networking management may be a different focus