

West Hartford Human Rights Commission

Meeting of Wednesday, Feb. 3, 2021

Minutes, recorded by Secretary Dawn Ennis

Adrienne Billings Smith: Good evening and welcome. I'm Adrienne Billings-Smith. I will call attendance [Treasurer Brian Greenleaf and Commissioner Rabbi Michael Pincus were absent].

Sarah Raskin: I'm Sarah Raskin. I'm a commissioner. I'm actually a professor at Trinity College. I teach in psychology and neuroscience, but I'm on their human rights advisory board. I have a particular interest in health and human rights. And I've been on this commission for a few years now. It's an amazing group of people. It's an amazing commission. Welcome, all the new people! And I've been really excited over the past couple of years to see this commission go from kind of having pro forma meetings to really being active in moving human rights forward in the West Hartford community.

So I think we're in a great community. This is a great commission. And I just want to welcome you.

Adrienne Billings Smith: Thank you. Aurora?

Aurora Melita: I even remembered to unmute before I started talking, so I feel like I'm off to a good start. My name is Aurora Melita. I am a lobbyist in Connecticut, which means I'm the person at the Capitol saying, 'Can I talk to you? Wait a second! Where are you going?' So I'm really good at that. And I have a focus in communication. And prior to being a lobbyist, I worked in House Democrats and Senate Democrats in Connecticut. Someone recently asked me, you know, why politics? Because it's been about I think this is my 11th or 12th session in the state. And it really comes down to people. You know, my passion is people. I feel very strongly that we're connected as a community. So, you know, we move forward and we all move forward. And politics was just the path that my life kind of took me down.

I'm really excited to be a part of this commission. I really admire a lot of the work that you've done. And so I'm happy to partner and follow your lead in this. You know, I feel it's really important to do volunteer work as well. And I just ended my formal relationship with my little sister and the Nutmeg Big Brother Big Sister program. So, you know, we still stay in touch. I love her very much. So I'm just kind of looking to find another avenue to give my time to. So thank you very much.

Adrienne Billings Smith: Thank you, Aurora. Ted?

Ted Mancini: Yeah, my name's Ted Mancini, I've been a coach in town about 10 years, I ran a football league in town for about, you know, half of that time. I was a vice president for a football league. I dealt with a lot of people in town. I've been very active in the community.

You know, I was asked if I wanted to, you know, join one of the commissions and Human Rights Commission actually really interested me because I really wanted to see the commission, I wanted to really get involved and see actually what it does, what our goals are, and just to ensure that the commission is focused on human rights, you know, and rights for everyone, and not special rights for certain individuals or special treatment for certain individuals, but for the same treatment and the same rights for everyone involved, regardless of race, creed, religion, beliefs, anything.

Adrienne Billings Smith: Thank you, Ted. Kristen?

Kristen Sowell: Unmute! Hi, everybody, I'm Kristen Sowell, I am a native of West Hartford, have been here forever. I am an estimator for BrightView Landscape and snow removal services. So I estimate snow removal for the entire region from Maine all the way down to New Jersey.

I am a Navy veteran, so I served four years' active duty and four years reserves' with the Navy, which is probably the reason that kind of got me into the whole human rights. Just being in the Navy, I've seen, just, you wouldn't even believe what I've seen from, you know, bashing, racist bashing, sexuality bashing. I mean, it was just me being a female on a ship. Five thousand people on, one of 200 females. So you can imagine what we went through. So it's part of me. It's a huge thing. And then me being biracial, as well.

And yeah. I mean, I'm so happy to be here. I've always wanted to give my part to the community and especially my town. I love my town. Anybody that knows me can tell you that I'm just all WeHa all day, you know. And that's it.

Adrienne Billings-Smith: Thank you. Dawn?

Dawn Ennis: So, I'm Dawn Ennis and I'm secretary. I wrote down 'Good evening and welcome.' That's why I've got so far, as far as taking notes. I'll try to catch up.

My name is Dawn Ennis. I have been a resident of West Hartford for 17 years as of last month. I teach media, journalism, advertising, public relations at University of Hartford. I manage a sports website. I am a journalist writing for Forbes.com, The Daily Beast and several other publications, including an LGBTQ magazine here in Connecticut, which four times a year I'm blessed to be able to report the stories that are appearing in Connecticut Voice magazine on Channel 8.

I am one of, according to the Movement Advancement Project, 133-thousand LGBTQ people here in Connecticut. We make up just about 4% of the population, 4% of the workforce. We are very blessed to be in West Hartford. We are very blessed to be in Connecticut. But unfortunately, across this country, there are still people who will get married on Sunday and fired on Monday. That is not equality. And that is something that I am very passionate about. And I thank you all for listening to my little speech. Thanks for coming to my TED talk.

Adrienne Billings-Smith: Pramod?

Pramod Pradhan: Hi, my name is Pramod and I am a librarian. I am also a liaison between the Human Rights Commission and the town. I came to the United States in 2004 from Nepal and started working for the Hartford Public Library as a community librarian. And my wife worked there in the children's library. And we are a library family. And while in Hartford, I had the honor of working with numerous refugees, refugees from Somalia, Burma, Bhutan, and, you know, especially a lot of folks from Bhutan, which I still have the honor of working with. And also with my community in West Hartford. West Hartford has one of the biggest Nepalese communities in Connecticut. When I was here in 2004, there were about 40 or 50 people living in West Hartford from Nepal. Now there are over a thousand people living in West Hartford. And we are very much active in the community.

And for myself, I feel really honored to work with the Human Rights Commission. I started from 2016 and I started working for the West Hartford Public Library. I am based at Faxon and working in the Elmwood community. I mean, it's been a big honor for me. And, you know, that's one of the reasons I moved from Hartford Library to West Hartford Library. I love this community and have been living in West Hartford since 2005. My son went to school here and right now he's with the United States Air Force, serving full time in Italy.

And I've really loved working with the new commissioners coming here. I mean, when I see all nine commissioners I really feel happy and I feel really strong. So again, thank you for your service. And I would like to welcome all the new commissioners. And, you know, we have a new height in the human rights commission in West Hartford. I love and I feel honored to work with the commission. Thank you!

Sarah Raskin: There is somebody on the phone I don't know, Pramod, if you want to explain how that works, OK?

Pramod Pradhan: I see someone on the phone. Can you identify yourself, phone number ending with 905?

John Bailey: Yes. So my name is John Bailey. I believe I'm on the agenda for later in the meeting.

Pramod Pradhan: OK, thank you, John. So when the chair calls for you, I will put on you again. So I'm going to mute you. Thank you, John.

Adrienne Billings-Smith: Thank you, guys. Esam?

Esam Boraey: Hello, everyone, I am Esam Boraey, the co-chair of the commission, I'd like to welcome all of our new members and we're so excited to have you and I'm excited for your commitment to the work we do. I have the agenda on the other screen, so I will keep looking in different directions. I'm not ignoring you. I'm just looking at the agenda.

I grew up in Egypt and I have been working for human rights for almost my whole adult life. Actually, I did a little bit too much work for human rights that I ended up in some troubles because of that. And this is why I moved here two years ago. I live in West Hartford. I felt that the commission is the right place for me to actually participate and continue the things that I'm passionate about and serve my community. So I'm really glad I'm here. And I really take the Human Rights Commission and commissioners dear to my heart. And I believe we all do the same thing. So I'm pretty excited for all of you. Thank you.

Adrienne Billings-Smith: Thank you. And I am Adrienne Billings-Smith. I have lived in West Hartford for almost eight years now.

I wanted to be a part of the Human Rights Commission because I believe that every voice should be heard. I believe that marginalized voices should be heard. I believe in the freedom of speech, I believe in the freedom for respectful and civil discourse. I want to ensure, as doing my work as a co-chair, that we are able to voice our opinions, but always ensure that we're voicing our opinions on behalf of this community and being here for this community any time they reach out for us because they feel discriminated against, or an injustice has been happening against them. So that is why I wanted to be a part of the Human Rights Commission.

And I'm loving all of these veteran voices here in these families. I am an Air Force brat. I grew up on what is now the Space Force Air Base down in Florida. So I am from Patrick Air Force Base and I am loving to see all these diverse individuals on the screen and a part of this commission, because I think the more diverse your commission is, the more voices that can be heard and, the more people that can be represented. So thank you all for being here.

There are only four of us that can approve the original minutes of December 2nd. So I guess, Sarah, you're best at getting us started! You're going to have to walk me through some of this stuff to approve those.

Sarah Raskin: And I move that we approve the minutes.

Dawn Ennis: And I second.

Esam Boraey: Second.

Adrienne Billings-Smith: Thank you, everyone. So since John is on here, do we want to...

Esam Boraey: We need to take a vote to approve the minutes.

Adrienne Billings-Smith: Yes. So all in favor of accepting the minutes, say, Aye.

All present: Aye.

Sarah Raskin: And then just ask if anybody's opposed or abstaining.

Adrienne Billings-Smith: Anyone opposed to the December 2nd minutes that you guys have not seen yet? No. OK, great. Thank you. Accepted. Thank you.

Sarah Raskin: Now, are we having other guests, Adrienne, or is it just...?

Adrienne Billings-Smith: It will only be John Bailey tonight. Yukiyo Iida had a previous engagement, so she will want to come back and speak to the committee, to the commission. Excuse me. So it will only be John tonight. So I was wondering if it would be OK to put him up so he's not waiting for us to do so.

Sarah Raskin: Our tradition on the commission is always when there's an external guest to move them to the top of the agenda for exactly that reason.

Dawn Ennis: Sarah, please don't forget to say your name first.

Sarah Raskin: Sorry, this is Sarah Raskin, Commissioner. I'm wondering if John's coming back when the other group comes back or, we're doing them separately.

Adrienne Billings-Smith: I think that we'll absolutely extend the invitation back to John again to come back if he would like to be present when she speaks to us. I just, he had the time and ability to be here. So I want to give him that time to speak on the issue. We have heard from Yukiyo prior to so I think it would be OK to go forward with John and then we can just extend the invitation at a later date.

Sarah Raskin: All right. All right. Thank you. Do you want what to let the new commissioners know...

Adrienne Billings-Smith: Absolutely. OK, so the issue at hand, a resident of West Hartford brought to us something that an incident that happened with West Hartford Democratic Town Committee.

They, through a third party, they posted a flier for an event and the flier had a derogatory term, which was pointed out to them, which they fixed, eventually fixed, I should say. But they've had talks with one another and the individual known as Yukiyo who came to us asking for any type of assistance or just for her voice to be heard about the issue and dealing with any sort of racial tensions. She's a part of the Asian-American community. So there has been a lot of stuff that's

happened, you know, since the time of Covid. So she really wanted that to be heard and represented.

So they've had their multiple conversations herself and others in the community who wrote a letter, you know, asking for the DTC to do more work with that as far as equity work and calling and calling for that. So she asked for us to all meet again so that they could try to talk about what they're doing to kind of come together or at least come to some solutions. And they wanted us, you know, as that foundation to help them if we do have any sort of solutions also that we're willing to give or help with. So that's the basics of the issue. So if you could unmute John Bailey, he can and he'll probably also say some of that stuff and can talk about, you know, the West Hartford Democratic Town Committee.

Pramod Pradhan: All right, John, I'm going to unmute you. John, you can unmute your phone? There you go. Can you hear me?

John Bailey: I'm now just thinking that we've been living in Zoom for nine months, you'd think I'd know how to do this? OK, well, good evening, everybody. My name is John Bailey and I reside at 17 Glenbrook Road. I'm also the chair of the Democratic House Committee.

I first want to congratulate Adrienne and Esam for their selection as co-chair of the commission.

West Hartford Democrats understand that when it comes to racism, discrimination and issues of equality, along with diversity, inclusion and justice, we can all do better. As you may know, a community group that Adrienne kind of alluded to, We The People, held a vigil for justice in West Hartford Center in the fall. Before the event, we did, as Adrienne mentioned, attempted to publicize it by reposting the group's media release on our social media platforms. Unfortunately, we did not immediately notice that the release contained language historically offensive to Asian-Americans. And given the time constraints, we immediately removed the specific language and then the entire repost and issued a public apology for our negligence. Based on our criteria for social media, it was also an error to be posting it at all.

We own the mistake we made in not vetting the media release in the first caused by the posting.

Subsequently, the committee received an email from Yukiyo and others expressing concern, listing several specific demands. On behalf of the town committee, I promptly responded by offering our apology. We also assured Yukiyo and the concerned residents that the author of the media release, a woman of color and a longtime champion of racial injustice, was in no way motivated by prejudice. With that said, what the Democratic Committee is committed to doing better in terms of racial equity and our sincere policy still stands. And finally, we assured her that we have a number of planned activities that will continue our efforts to raise awareness of all forms of racism and bias because we take those concerns seriously.

This town executive committee subsequently empowered me to reach out to you and to coordinate the scheduling of a meeting that we hope would be a shared opportunity to move forward. With that said, I do not take, I do take issue with the current characterizations of the recent events by concerned residents who place demands on the DTC. Much of the action suggested in their communications is simply not within our purview of the West Hartford DTC. But we are committed to continuing our efforts to support diversity, practice inclusion and fight all forms of racial and cultural bias.

Over the last nine months, we have sponsored a silent protest to condemn brutal and racist acts by some in law enforcement, established the Social Justice Subcommittee, held an informational session with the chair of the General Assembly District Committee discussing police accountability and promoted community conversations with the city manager and the police chief.

This year alone, we have scheduled a formal diversity awareness and justice training for all our members, which was initiated by our justice, our social justice subcommittee.

We've also sent out to the members notices of events celebrating Black History Month, and we are intensifying our recruitment to ensure the makeup of our membership better reflects our West Hartford community. On a personal note, recent events have offered me the opportunity for a moment of learning, I've become more aware of the Asian-American experience and conversations I've had with Asian-American colleagues, how committee member and former board member Naogan Ma along with speaking at length with Dr. Jason Chang, our newest board member of the Board of Education.

Like previous apologies posted on our Facebook page and issued in response to the concerns by the citizens of West Hartford, I again apologize on behalf of the DTC. We are sorry for the harm caused by the repost and are sincere in our commitment to better understand systematic racism with its many forms in our community. Thank you for allowing me the time to address this matter and outline the steps we are taking to use this event as a teaching moment. And with that, I'm happy to answer any questions.

Adrienne Billings-Smith: Thank you, John. Does anyone have any questions for John in relation to the event or what the DTC has planned to do as plans to do?

Esam Boraey: Yes, this is this is this is Esam. I'm co-chair. John, thank you so much for coming here today and addressing the situation and accepting our invitation to talk about it. I would just 100 percent agree with you on what you said. That it's a good opportunity for a teachable moment for all of us to learn more about our differences and how could we be better. Could you share with us a little bit on like actual steps the DTC took to deal with the issue and teach our, I'm sorry, teach your members about the incident and what comes behind it?

John Bailey: Certainly so we are in so we're in the midst of working with a facilitator, Gloria Mengual, who is going to be offering two sessions for our members to guide the conversation on social justice. And we think we are going to look at this as an opportunity and potentially use this type of event merely to just get people back into the frame of mind that a lot more needs to be done in terms of social equity and the issue of racism in that we all can be, for lack of a better term, warriors against the bias and discrimination that confronts us every day.

Dawn Ennis: John, this is Dawn Ennis, I'm the secretary, and I'm also — full disclosure, the permanent alternate for District 1 in the West Hartford Democratic Town Committee. What steps...

John Bailey: Dawn, Wait, sorry. You're not a permanent member. We will...

Dawn Ennis: I said- I said- 'permanent alternate.' That's what Mr. Kevin Sullivan called me. And if you want to dispute that, that's perfectly fine, you can take it up with him. I didn't say that I was a permanent member. I'm just telling you what he told me. If I could just get to my question, please?

John Bailey: Sorry.

Dawn Ennis: I appreciate that. I don't think this is the forum for that. I'd like to you to explain to the members of the Human Rights Commission what steps you're taking to prevent someone from making the same mistake again. What are you doing about your web presence so that someone does not do this again? That's my question.

John Bailey: Certainly, again, Dawn, I apologize. That it was inappropriate.

Dawn Ennis: Yes, it was.

John Bailey: So what are we doing in terms of our social media platform? Well, number one, we are sticking to our policy of not posting or reposting third party content. Secondly, we have now established a vigorous vetting process, which it goes through a committee of seven, and then myself and the vice chair will have final say on what posts are going to be put up on our social media platform. So we think that having a number of eyes and not being lazy, we can ensure that an event like this never happens again.

Ted Mancini: John. This is Ted Mancini.

John Bailey: Yes, sir.

Ted Mancini: I got a couple for you. With these complaints: how many people complained to you?

John Bailey: Well, it was Yukiyo and a number of concerned citizens, and I would just say that I don't think it really matters how many concerned citizens brought it up to us. I think just one citizen who felt slighted or hurt is enough for us to have acted the way we did.

Ted Mancini: OK. Secondly, what demands were made of you?

John Bailey: There were a number of demands that looked at how our membership is made up and asks us to do a training, mandatory training for all our members, and I think one of the demands was to do an inventory of our social media platforms and posts to ensure that there were no further discrepancies in terms of addressing racism.

Ted Mancini: And I only have one more. Lastly, John, with your diversity awareness and in social justice and justice training, do you have any training materials, any kind of information that could be submitted to the committee that we can see what it's all about?

John Bailey: Certainly once we are in the final stages of scheduling the meeting or the two sessions that we are doing with Gloria Mengual, I suspect she will have either an outline or some sort of materials that I can forward to the commission.

Ted Mancini: OK, that'll be great. Thank you very much.

Sarah Raskin: Hi, John. Thank you so much for coming in. We really appreciate you taking the time. So the concerned citizens had shared with us their demands previously. And I know it was a pretty long and comprehensive list. So I understand why you wouldn't be able to talk off the top of your head. So I don't expect you to. You mentioned that a few of the demands were things that were just not in the purview of the DTC. And I'm wondering if it's possible for you to share with the commission after tonight, either in writing or in a subsequent meeting to maybe go through their demands and help us understand which ones are ones that you responded to and which ones you didn't and why. And if it's not in your purview, is it someone else's purview? Just to help us feel like whether we got some closure on this issue or not, because the group did bring the same list of demands to us. And I'd like to just be able to say that we kind of took it thoroughly and seriously and considered each one.

John Bailey: Certainly, Sarah. And I think this touches on another issue of what actually the political committees, town committees actually do. And one of the many conversations I had with

Yukiyo, we kind of went through what the town committee can do and can't do. And in that, we will always support those candidates that align with the state and the national platforms. But again, I'm happy to submit to the commission a kind of a breakdown on those demands.

Sarah Raskin: That would be super. This is Sarah Raskin. Thank you so much.

Adrienne Billings-Smith: Does anyone else have anything to say, this is Adrienne Billings-Smith, but does anyone else have anything that they would like to ask John? We don't have Yukiyo, obviously, to talk about, you know, as they talk about the work, that work they're doing together, because I know, I believe that you guys have been in talks about this work and I see that you have, you know, you said you're going to do training, your social media policy, you know, sticking to some of that, but enhancing it. And I appreciate, you know, Ted asking for the materials because I think it's just super important that we uphold our duties as a commission to see some of those materials because we as a commission are going to need some of that training and maybe that that'll work for us also.

So, I appreciate you coming on, John. Thank you very much for telling us what happened and owning up to the situation. I think it's really important to own those situations and to try to move forward and to present yourself in a better way and show what you've done for the community as a whole. So I do appreciate you coming on today. And we look forward to hearing from you again with some follow-up stuff. If anybody has anything else they would like to say to John, please let me know. So thank you so much, John, for being here today.

John Bailey: Again, thank you all for doing the work that you do, so vitally important. And again, I really see this matter as an opportunity to learn and to grow and just become more aware. And so we all have our blind spots, but that doesn't mean that we can't try to address them through training and through empathy.

Adrienne Billings-Smith: Absolutely.

John Bailey: So good night, all. I'll still be watching on YouTube.

Adrienne Billings-Smith: Thanks, John. Appreciate it.

Esam Boraey: Thank you, John.

John Bailey: Thank you all.

Adrienne Billings-Smith: So thank you all for your questions, I mean, you have to hold yourself accountable, you have to hold individuals accountable in your community in order to do better. And we as a commission have to have to do that type of work. And I think everyone's questions were great and they were right on target of asking questions, who's doing the training, what kind of training materials you're doing? What are you doing to do to go further. So thank you. Thank you all for that.

Sarah Raskin: Sarah Raskin. Just to follow up on that. And you might not have an answer yet, so feel free to tell me to stop jumping the queue. But I understood that our commission was also going to be doing some training. Is that true? Has that been set up? Do you have any information on that?

Adrienne Billings-Smith: Yeah, we have FOIA training coming up. We're also going to speak on the DCI training, also diversity, equity and inclusion training, I think it would be important for us as a commission, obviously, to do training on the things that we care about, each of us care about.

And all of us said, you know, we care about every voice being heard and how to deal with people in our community and their concerns and seeing each person as an individual, as a human being, as I said, no matter creed, religion, beliefs, you want to see individuals across from you as an equal, you know, setting. So, yeah, that's what we wanted to do.

And I'm happy that Ted asked that question because, like I said, maybe Gloria would be someone that we can contact, you know, getting specific names so that we can do this as much and I think would be a great idea.

Sarah Raskin: OK, Sarah Raskin, so I back and fully support it and think that it's actually essential that we do some kind of training if we're going to do the work that we've been doing. I thought there was a town training that we...

Adrienne Billings-Smith: We have our training, FOI training.

Sarah Raskin: I mean, diversity, equity, inclusion training.

Adrienne Billings-Smith: Yes, I do have information on that. Sheri Cantor, Mayor Cantor excuse me, is trying and the town council, they're coming up with all of the commissions and boards should be getting information eventually to do a town training. But that is, there's no set date, set time. That's in the future. So that is something that was mentioned a couple of weeks ago. So we'll just you know, we'll just have to wait and see what that comes about.

Dawn Ennis: Dawn Ennis, this is...

Adrienne Billings-Smith: I'm pro-active. So I like to get things done for all of us. And I hope everyone agrees with that. I just like to go ahead and get things done. That's that the coach in me. Where are you going to speak, Dawn?

Dawn Ennis: Yes, Dawn Ennis. Coach, I have a question? Put me in coach! I'd like to know if this training that the mayor talked to you about, was this something that was a direct result of what happened, the DTC, or is this something that's standard practice?

Adrienne Billings-Smith: No, I don't think from what I know, I don't believe it was a direct result from a DTC issue. I think that it's a 'here and now' thing and something that everyone feels needs to be done. A lot of the boards and commissions are turning over. You see that we have new individuals and I'm not that old myself in the commission. So I think that they're trying to just get one step ahead and just try to enhance what's going on in the commissions. And I think it's a great move to build that that kind of tradition and training, you know, people who are doing stuff for the community and for the residents of West Hartford. So I don't think it was a direct result of the DTC issue.

Sarah Raskin: So I think you're calling me the old lady of the commission?

Adrienne Billings-Smith: No, no, no ma'am, I was not!

Sarah Raskin: I know that it was not a response to this. It was a decision made just in light of awareness around issues that this is.

Adrienne Billings-Smith: Absolutely, absolutely. So I will go back to old business. For those of you who are new, we have some old business we've been trying to get updates on. So I will name Sara and Dawn, and I have some updates from particular people I got in contact with, but they can kind of explain what they actually mean based on past history, if they don't mind doing

that? So the first thing up would be Town of Compassion Awards update. Can you explain that, Sarah, and then I actually do have an update.

Sarah Raskin: So, Sarah Raskin, Commissioner, we became a town of compassion, Pramod, maybe two years ago now? Three years ago?

Pramod Pradhan: Two years ago.

Sarah Raskin: So it's a national kind of criteria. We actually didn't follow the national model. We kind of tweaked it a little because, hey, we're West Hartford. So we had to do our own thing. And I actually like what we did way better than the national. So the town council passed it. So we are officially a town of compassion, a member of this national organization as part of that happening with the town council handed us so gave us as a task was to keep a calendar of things that go on in town that meet with the concept of compassion.

So, you know, you're on the neighbors and friends Facebook page. You can see that every day. There's so many things that go on that people do that are helping our neighbors, not only our neighbors in West Hartford, but our neighbors in Hartford and everywhere else. And so we were to keep a calendar. And the second thing was to have an annual awards. And so what we did was we created two forms, one for the calendar that people could fill in events as they came up. We never got any entries. We didn't advertise it very well, Covid happened.

So I think once we come out the other end and there's things happening more often, we can bring that back to the awards. We did put out a call for awards. We got several nominations with specific categories for awards. So there's one for small business and one for non-profits and one for an individual. And so we sent that forward to the town council, our recommendations, which should win those awards. They were going to be presented at our annual human rights event a year ago, but that didn't happen.

And then Covid happened. Snowstorm happened that December 10th. Then Covid happened, then nothing happened.

Adrienne Billings-Smith: So I spoke with Mayor Cantor trying to get information on what she wanted to happen next. So Liam Sweeney is going to be the liaison for this. Now, she hopes to have this done in mid-April. What she has suggested, because so much stuff is going on, obviously, are the four pillars of community. And we talked about, still similar to what was, you know, business, this and that and the other. But she had Community leader, Service to Others, Town Hero and Education as the four pillars that we would to send to her. So we would be in charge as a commission of choosing this year. Later on, it would be the next, the subsequent year, will be a committee that, like you said, you put the call-out because we've gone past those years now.

Sarah Raskin: So, Sarah Raskin, Commissioner, my only concern. I have a couple of different concerns. One is people nominated people and I still get emails saying whatever happened?

Adrienne Billings-Smith: Adrienne Billings-Smith here. I don't think that Mayor Cantor has an issue with that. If we want to stick to that, we can still stick to that that route. That's just what she was suggesting because of how far it's gone, we discovered that things may have changed. Also, so once those, we can still go with that. That's not an issue, I don't think, for anybody, if there are already choices. Her only thing was, she doesn't, she would prefer not to have town employees or elected officials on as individuals who were nominated.

Sarah Raskin: I don't mind if we want to move, but I just think that we need to write a formal apology to the people that nominated people and just let them know, 'Look, stuff happened.

We're starting over. Here's the new nomination form. Please feel free to nominate your person if they meet the new criteria.' I'm OK. I just want to provide you know, we just can't make these people, they're certainly going to see a new call for nominations and be like, 'What happened?'

Dawn Ennis: Dawn Ennis. Can I just interject? Couldn't you just eliminate the nominations that are no longer valid, but keep the ones that are.

Sarah Raskin: Sarah Raskin, yes, I have no problem with that, I have no problem with whatever I do, I just think we need to give feedback to everybody that send information, including the ones that are no longer valid. No argument. I just want some closure for those folks.

Adrienne Billings-Smith: So is it possible that we can send the older nominations? Because I think the newer members would like to probably see who was nominated and send that out so that we can kind of make a decision around that and get back to Mayor Cantor whether we and we can decide as a commission whether to start new or, as Dawn said, eliminate some and keep others that meet the criteria. And then we can work on a form, a formal apology to others. I think that might be the best route to go. If everyone agrees with that, that would be the best route to go for that.

So if we can get that sent out to the ones that were elected previously because of a whole new group of individuals, now it's 2021. We've missed you know, we've missed twice that we could have done it. So, you know, and we might have some town employees or officials on there. So we're going to have to, you know, go back through and vote on, who can you know, who is eliminated, who stays and we can write the formal apology to people who don't meet those particular criteria. Everyone okay with that?

Sarah Raskin: Yeah, Sarah Raskin, Commissioner, I think that sounds great. I will send out the list to everybody. And so help me understand. So we're going to send out a new call. We are the Human Rights Commission with the new criteria. And so what I also do is send out to everybody what we have written up when we asked for the nominations so people know the language that we had between now and then. Do we have a deadline for when it's going out, a deadline for when it's coming back?

Adrienne Billings-Smith: I think we should set a deadline for ourselves because it's mid April. So I think that we need to set a deadline to get this to get it done. So we have to get everything out by the end of February and everything has come back in by the end of March or before April. So we have some time to play around with this when it will be announced, when the actual words will be....

Sarah Raskin: OK, so that's not going to happen as part of our human rights celebration in December. Every year. It's going to be a separate ceremony.

Adrienne Billings-Smith: Just this time, it's going to be a separate ceremony because we've missed. And she wanted to ensure that we did have one so we can breathe. Like we can do it twice this year. It doesn't have to.

Dawn Ennis: That's my question. We'll do it again in December?

Adrienne Billings-Smith: Yeah, we just do another one in December. I don't think anybody, you know.

Sarah Raskin: No, the only problem is that if it's going to be like, just in a town council meeting, I think that's less exciting and fanfare than if it's at our event with a couple of hundred people there.

So I just, I'm trying to, Can we invite the April people back, the people to also be recognized again in December or something. Maybe I'm overthinking.

Esam Boraey: This is Esam the co-chair. So how is the nominating process going to go? And do we emphasize those nominating processes for people to be aware of it?

Sarah Raskin: I'm Sarah Raskin, commissioner, yeah, what we did before we had a Google form that explained what was going on. We posted it on social media. It was mailed out by Renee, I think, on that, She does that thing that says what's happening in West Hartford. And it was one of those one of the things happening. And I believe the library put it on their page. So I think we did what we could.

Adrienne Billings-Smith: And I think, this is Adrienne Billings-Smith speaking. I'm happy you brought that up, Esam. I think we could, like, shoot this out across the you know, our social media town social media. We can get in touch with, you know, maybe Ronni Newton, like things that are, and Renee, and try to hit as many people as possible because you want the entire town to be involved in selecting who they believe has done the good works in this town. You know, so I think the more people we can get this out to, the better, in my opinion.

Ted Mancini: Adrienne or Esam. I don't know who to pose the question to.

Esam Boraey: Ted, I can't hear you. I find it very difficult to hear you. Can you move closer to the phone?

Ted Mancini: I'm sorry. Can you hear me better there?

Esam Boraey: Yeah.

Ted Mancini: So can you hear me? Good. OK. Can you send out the criteria for the Town of Compassion and actually the criteria for the nominations just to the board members, for the new members, who don't know what the criteria is?

Sarah Raskin: This is Sarah Raskin. Yes, I said that. That's right. Sorry I got lost in that conversation. Yeah, I had said that I will send out the form that we used before to gather the nominations, which includes the criteria on it. Those are the old ones, which are now, it sounds like, going to be different. So we'll have to look at those criteria. And then as a board, we'll have to decide if we want to change them.

Ted Mancini: Does that include the criteria for the Town of Compassion? The designation for the Town of Compassion?

Sarah Raskin: I'll send you the link for that, OK?

Ted Mancini: Yeah. Thank you.

Adrienne Billings-Smith: Thank you, Sarah.. Next, the high school athlete agreement and student conduct issue. Do you want to explain that also? And then I'll give the update to an update.

Sarah Raskin: I'm so excited!

Adrienne Billings-Smith: It's not a good one, but I have an update.

Sarah Raskin: Some of you may remember a couple of years ago, there was an anti-Semitic incident at a high school in which a high school student created out of the chemistry set, it's hard to even say this, a swastika, that they left on a Jewish student's desk for her to come back to. So there was a lot of concern because for two reasons. One was that this happened at all and how the school was going to handle preventing a student from ever having to experience something like that again.

But the second was that this particular student was an athlete. The athlete was not kept from playing any games. The parent of the Jewish student was concerned about this because after the game that Saturday when the student was allowed to play, someone on the opposing team was benched for having been caught with alcohol. So she sort of felt, the mom, sort of felt like, why is one thing OK? And the other thing isn't?

And so her daughter, to her credit, this high school girl sat and worked with the teachers at Hall High School and the counselors at Hall High School and came up with kind of a training for incoming students around, you know, just compassion and awareness.

And so that student was going to come to one of our meetings to just tell us about her work and find out how we supported the family when it first happened. They came to us. And so she was a busy high schooler and so she never came to our meeting and it sort of always stayed on our agenda. And Superintendent Moore had been in touch with us to tell us the flip side of it was, that they were going to change the athletic... There's a contract that the athletes have to sign and it says you can't drink alcohol. It doesn't say you can't put swastikas on people's desks. So they were going to so that was the reason that one kid could play and the other wasn't. It wasn't because, they signed this contract. So he was, they were going to work and they put together a committee and they were working on changing the contract so that there was language in it that helped the athletes understand just how important this is.

Adrienne Billings-Smith: Yes. So they did the policy review, the Board of Education and the revision. It should be it's available online, so we should be able to see where that language sits now with the oh, obviously the alcohol and, you know, zero tolerance policy on issues of race, religion and whatnot. As far as dressing. Yeah, the student did not play, but he did dress. That wasn't the best way to handle it. I've been seated on a bench for, you know, less stuff and not be at a game. So anyways, they are going to continue the work that they're doing, the student-centered EDI work.

They want to continue that at the high schools. I was made aware of that. And the state adopted cultural competency work for coaches. So the coaches are also getting that word, doing that work or should be doing that work to ensure that our student athletes know the importance of respect for others and differences and whatnot. So that's the update I have on that. So I don't have the website. I'm assuming it's on West Hartford Public Schools, or that you can go to and look up that information. But that is what the information that I did have, and that the principal and athletic director should have handled it better than they did. So that's the update I have on that. So they did do the revision. The board of Ed did do the revision. So we can still go look at it. And if it's not up to par, then we can ask them, you know, what's up?

Sarah Raskin: Thank you for that explanation.

Adrienne Billings-Smith: Well, Brian's not here to try to help with the setting of an annual, an annual budget and fiscal request. Generally, the Human Rights Commission, I can explain this one. Generally, the Human Rights Commission doesn't have a budget, but we do do events. We do Human Rights Day. We do the raising of the Pride flag. We partner with various people and we usually can just go to the town and ask for a certain amount of funds. And it's just done, I'm guessing, through discretionary funds is what my assumption is there. So since we want to be

more involved with the community now, the commission, in doing and hosting these events and other things to partnership with, we'd like to start setting a budget and actually getting on the actual budget for the town to ensure that we will always have funds to do stuff and not go, I don't want to say haphazardly, but when we need or want, we can just go get it.

I think that it would be better for us to be held accountable for the funds that we do spend and the talent, the transparency of it all, to know exactly what's going on with our budget and what we plan to spend on in terms of supporting the community and our residents. That's what I have. Brian is our treasurer and he would be here to discuss more, but that's what I have.

Do you have anything, Sarah, that you or anyone else?

Sarah Raskin: So, Sarah Raskin, just real quick, just to let the new commissioners know if you have ideas for things that might require funding. You know, this is the time we're putting together our first-ever budget. We'd like to make it an annual ask so, you know, feel free to be free to do it hackathon if you want to explain that.

Adrienne Billings-Smith: But that would be Brian also, who's not here. Yeah, if you want to do that.

Sarah Raskin: Real quick, because I know we're tight on time. So Brian Greenleaf who's not here. He's our treasurer right now. He had had the idea, which I think was a great idea, but it was before Covid, of kind of a hackathon where we invite high school students and maybe I don't know if you guys are familiar with hackathons, lots of places do them every year.

But we would invite town groups who have a problem that could be solved and invite a bunch of high school students to town hall and give them pizza and put them on teams and ask them to solve the problem. So I think it's a great idea. I think it's a nice kind of role for us to play, connecting those two groups, letting students know that their work is useful to people in town and helping people in turn out. But anyway, it's not going to happen during Covid.

Adrienne Billings-Smith: Yeah, no, absolutely. Thank you, Sarah. Well, filling vacant positions, I think we have, no we're all filled. We're all, we are a full commission. Welcome, everyone. Once again, thank you for being here. I'm happy that we did the introductions at the beginning. So thank you, everyone, for being here tonight. We really appreciate it. I appreciate it.

It's important for us to be here to listen to issues that happen and for future times that we have our meetings, West Hartford Public Schools, one community initiative, actually, one of their meetings was tonight. I was there for part of it. Basically what it is, is West Hartford Public Schools is partnering with parent led community groups to bring them together to talk about equity, to do equity work, to do certain initiatives that are concerned with our with our students in our community.

And Rosina Haskins, director of Equity Advancement, is running that. And Tom Moore was on the meeting before I came on this meeting, just talking about how, you know, we're as a community, we're committed to doing the work to ensure students voices are being heard across the board and that they want to continue to make sure that parents and community leaders are involved and that they had that partnership. So there's full transparency between all parties. So that's basically that the next meeting, I will actually give every shoot everyone an email when the next meeting is planned. It's an invitation to all just to hear the work that West Hartford Public Schools are doing between their community and advisory courses and, you know, diversifying their faculty. Things of that nature and partnering with different initiatives.

So I'll let everybody know the next time that meeting is on and onto new business. Does anyone have any questions? Excuse me. I'm sorry for rushing, so I have to.

Sarah Raskin: No, because we're on time. But two quick follow up questions and you don't have to answer them tonight, but just to keep them on the agenda. So we never got a follow up, right? From the chief of police from our meeting with, to predict what we're supposed to hear back about the community review board?

Second, we never got a follow up from Tom Moore on our questions about equity in these schools. So I'm happy to continue to follow up with Tom. That was my job and I'll keep doing it. But I just wanted to check in.

Adrienne Billings-Smith: No, we have not heard from Chief Riddick since the community review board that they're establishing. They said that we would. We were going to be a part of, you know, helping kind of vet individuals and setting the criteria, but they had other plans. So we have not heard back from Chief Riddick in terms of what they're doing. I can send an email or whomever can send an email to him to follow up. I don't mind sending the email.

And as far as Tom Moore, I think I understand what you're saying, a follow up from him and their equity work. I think that's why they created this 'One Community' so that they wouldn't have to answer a dozen groups.

So it might be better just because it's an open forum. So you can ask some of those questions. And we're in there as a human rights commission so we can ask questions on behalf of the Human Rights Commission in that open forum. So that's that would be my answer for that and why that was created.

Sarah Raskin: Excellent. Thank you for that. And so maybe what I'll do is circulate to the whole commission the questions that we had created for Tom, for Superintendent Moore. And people can then we can decide if we want to ask them in this forum or not.

Dawn Ennis: This is Dawn. Regarding the chief. I did read and I can't remember where, but it was one of the local outlets that they're testing body cams. And I think that alone merits an update as there are privacy concerns, as there are concerns for the police officers themselves. And I just think that whoever is going to be in contact with the chief, we need to put that at the top of our questions, to please update us on what's going on at those.

Adrienne Billings-Smith: Thank you, Adrienne Billings-Smith here. Thank you, Dawn. It's noted.

So onto new business. Esam? We wanted to discuss how to get us out there in the community more.

Esam and I have had a couple of meetings, just, you know, we wanted to bring it to the commission because we really think we have a chance to be in the community, get voices heard by, as I said, we have such a diverse commission that, you know, it would be nice to hear from our community and what the issues that they're going through and know that we support them across the board. So, listen, do you want to talk about that?

Esam Boraey: Sure. Thank you. This is Esam, co-chair. So the idea, again, is as you guys heard, we don't have a budget. So we were looking for ways that will increase the presence of the commission in the community. And it will not be only something we do once a month, but it should be a long, long presence within the community will be in touch with the community using ways that will be effective to reach more people and at the same time with low or no cost at all.

And we decided to mobilize social media and the main idea was, if we could start to see Facebook lives on whatever Instagram live or whatever you think. So we'd like a bi weekly or a monthly interview with us to highlight a member of our community who actually has some contribution to human rights within our community.

I do have a few community members who work, I will not mention any names. Now, this is in public and I don't know how you feel about it, but there's an organization with support for refugees and immigrants who will settle down in West Hartford or help them. There are other organizations who will help parents of color in West Hartford and some other organizations whose mission and their work in the community align with the mission of the Human Rights Commission. We can shed some light on those individuals on these victimizations by having them on our Facebook page or our social media tools and give them some time to share the work that they do and highlight what they do. And of course, this is a very basic idea. I discussed it with Adrienne. I wanted to bring it to you, to discuss it more.

And of course, if you'd like an update with more specifics, with all of your input, but we thought that would be a good part of our commission.

Sarah Raskin: So, Sarah Raskin, Commissioner, so I just want to point out, we used to do this every month. So we had a theme from each month. We decided at the beginning of the year with the goal for each worker bee, and then we would go out and find people in the community who were working around that theme and did live and taped it. And so the videos should still all be on our Facebook page. Things kind of fell apart with Covid, but I thought it was great and I thought it was a great way for people. We had each of the interviews and how can you get involved? So, you know, this really sparked your interest if this was something that you've always been curious about. Here's who to contact. Here's how to get involved. So I think it was a way to shine light on members of the community and also to connect folks in the community with those organizations. So I love it. We had started it. It hasn't happened in a while, you know, since last March. I guess so. So I love that you're thinking about doing it again. And I will say I thought it was really successful opportunity for on your culture.

Esam Boraey: Thank you so much, Sarah. This is, you're absolutely right. And we wanted to do something like, you know, the ideas, human rights, life, which basically you have human rights topics. That's life on social media, that people can participate and get to know of those organizations and activities. So, the idea of how can you get involved to end every interview, I think that's a great idea. Thank you.

Adrienne Billings-Smith: I think, Adrienne Billings-Smith here, I think it would be kind of nice if each of us had an organization that, you know, we support who supports the mission of human rights, if we were able to send that into and kind of go about it that way. Also, even if we didn't have a theme, I'm sure we all have organizations that we support that support the mission of human rights from that to, you know, refugee status to equity work.

I think that it would be a great if everyone is in agreement of that, I think that would be a great thing to do as a commission, because I think it'll bring, you know, show our teamwork on getting things done and supporting each other.

Esam Boraey: I think this is something. I think that's a good idea. And I think we could also do like a Google Sheets or something that we share with everyone. And just if, we all agree to this, we just go to this Google sheet and start any names if there are. And we can discuss once we have a good list, we can just discuss them and see what's happening and just hope this like this list will not be public because we still don't know how people will feel about being on those lists. So I think we should create something like that. That would be very helpful.

Sarah Raskin: Esam, that's a great idea. And when I can do is, you're going to make the list, so I can start populating it with all the groups that table our Human Rights Day.

Adrienne Billings-Smith: Is everybody OK with that? Anybody have anything to say?

Dawn Ennis: I was going to propose that Sarah could dance on TikTok for us.

Esam Boraey: That's something that I agree on. Sarah, make some TikTok videos.

Adrienne Billings-Smith: So I think that's a good idea. I want to move through these future topics that have been on our thing for four months that we should get a hold of. Meeting with Tom Moore, as I explained, I think it's probably best for us to go to the 'One Community' meeting and sure, he's there so we can have access to him for now. If we need to have further access to him about the equity work or any other issues we have with the West Hartford community, then we can, you know, revisit that if that if that's OK with everyone on the commission.

So: sustainable Connecticut funding: I'm not quite sure what that is still.

Sarah Raskin: So the three things that on there is future meeting topics. 'Invitations' are people that have reached out to us and asked us if they can come to a meeting. So we just have to parse them out over time.

Sustainable Connecticut is this amazing initiative, statewide initiative, where you can apply for funding for almost anything, like we used it for the Pride Planning event last year, and she just wants to come and talk to us again about what they do and how they do it and what we could apply for and how we could get and support it.

Female genital mutilation, that's from Human Rights Commission in Guilford, this is a proposal that she has before the state legislature. Again, she just wanted to come and see if we would support it. She came to us last year and actually there was some opposition. And so I do think we would need to have a meeting to talk about it.

And then the same for the Clean Energy Plan. So these are just folks that want to come to us.

Adrienne Billings-Smith: OK, do we want to reach out to them to see when they're available so that we can put them on the agenda? Does anybody else have any future topics or meetings that they and... We also have, we're supposed to have a meeting with HRC Human Rights Commissions across the state that's been brought to us. He should be getting back to us.

Sarah Raskin: And Esam, do you want to update or for me to. On the statewide?

Esam Boraey: I don't have updates.

Sarah Raskin: OK, so there's 11 towns and we're one of them. And so what to do is have a statewide. Jay Tulin is really great. And really, he's created a whole spreadsheet to stay in touch with every town.

Esam Boraey: Yeah, this Jason Tulin is from Farmington Human Rights Commission in Farmington. Yeah, he's really taking the lead on that one.

Sarah Raskin: So the idea is they want to have a meeting where representatives of every human rights commission in the state of Connecticut get together to talk about kind of shared goals and maybe collaborations.

Esam Boraey: And I think it's a it's a very good idea if we as far as the towns in Connecticut, if you could do this together and do some our work statewide, I think this would be pretty beneficial to our mission. And also, I was thinking to include other communities that, there are like four. There are some commissions in Hartford that does human rights work but doesn't have the title of human rights. But they do a lot of work that is related to human rights work. So we were seeking to include them as well. But we'll keep you posted if anything happens.

Adrienne Billings-Smith: Thank you. He doesn't have a date, though, Jay doesn't have a date. OK, so we're just waiting on a date for him. Does anyone else before I go off of these meeting topics have any other issues you think we should take up as a commission or any organization that you think that we should invite to speak to us so that they can speak to the community as far as their work and, you know, how they want to support our our work and our commission in our community?

I actually do. I was going to contact actually a student at American School for the Deaf to see if they wanted to have a representative come on and talk about. They've done really well as far as keeping the campus as safe as possible.

And during that time, they have a lot of students that are have, you know, normally live on campus and some of the work they're doing to ensure, you know, and they're, you know, doing equity and diversity work because there's a lot of issues that are happening and like the black deaf community. So I think that that's something that pops in my head because it's near and dear to me to have them come on and talk to the community because we have the largest deaf school, I think, in the country. Largest school for the deaf in the country. So I think that would be great. And it's right in our hometown. To have them talk and speak to us, you know, so that's one that pops up in my head.

Dawn Ennis: Adrienne, this is Dawn, Secretary. Would you be willing to also press them as to what they've done a year on? Because a year ago, you know, they were rocked by controversy over allegations of abuse.

Adrienne Billings-Smith: Absolutely. Absolutely.

Thank you. So I think that was pretty good. It was really a meeting to catch up on some things and I think we can move forward, get our agenda.

We'll hopefully maybe a little more active with individuals coming on to speak to us as we have planned on here after we reach out. If there's anything that you guys need or think, please email the commission so that we can move forward. Definitely email about the organization that you would like to highlight. I think that's a great way to do it.

Oh, one other thing I wanted to do since the commission is, has kind of turned over now. I had spoken to some and I wanted to highlight the new commissioners and ourselves and the work that we're doing, kind of like the same thing that we did when we introduced ourselves and make that a part of our social media presence to be closer to the community and put a face with the name if we could get that done. By the way, what would you, what's a date that you would like to set aside, or can we vote on a date for it to get done by so we can start, you know, doing that? If everybody agrees that and wants to, you know, their face to be your name is already out there. So put a smile on your face.

Sarah Raskin: Kinda do like one a month and have it be a little bit staggered? And I'm happy to create some graphics on Canvas, if that's helpful. Or maybe you can do it, Adrienne. Whatever you would prefer?

Dawn Ennis: It's Dawn Ennis. And I just wanted to throw in that we have a website that has a bunch of dots and our names and a place where you can email us, but there's supposed to be a biography there and there's nothing. I was just wondering, can we update that first? Can we make changes to the town website? I don't know who's in charge of that business.

Esam Boraey: I think that's a good idea. And we should start like, I think we should do it. If you will tell, like, a week to each one, send us a headshot and a short bio for themselves. And then we take the bios and picture and ask the town to update the first thing to update their own website. And after this, we could start featurettes or scheduling how to publish or post those views on social media.

And if you would like like if you as a member, as a commissioner, you'd like to do a video file for the social media written by you for the website. But you're more than welcome to do that. And we can share that for social media purposes.

But also if you just want to only post one bio on the website just let us know.

Adrienne Billings-Smith: Yeah. I was going to say the 12th. That's next Friday. Next Friday, a week from tomorrow. Does that work for everybody?

Sarah Raskin: If you're asking for us to do a little video of ourselves?

Esam Boraey: Three things: A headshot for the website. A short bio for you. And if you would like to use this for the social media, that's fine. If you want to add video, a short video about yourself for social media, that's also fine. But you need to do OK to do all of this and send it to us by Friday, which is a week from tomorrow.

Adrienne Billings-Smith: Great, awesome. Thank you.

Sarah Raskin: Also, I'm going to send out the link and I'm going to recommend that if they didn't get a chance to see it, watch our celebration of human rights this year that was virtual. So there's actually it's on the YouTube channel of WHCI Community TV. So I just think it was lovely. So I recommend that you see it.

Adrienne Billings-Smith: I agree. I agree. The next meeting, everyone will be Wednesday, March 3rd. Did you add Chris and Aurora? So we have like our own reminders and Pramod sends out your actual WebEx link just so you know. So you're going to get like two things that pop up at the same time, make sure you click the WebEx link.

Pramod Pradhan: I just want to clarify this. So I sent the invitation a month, so I will keep repeating itself every month just to have a placeholder in your calendar. And, you know, this placeholder is a week before the actual meeting, before the town will send you the actual link for the meeting. So you will have every month before the actual meeting, you will get the second invitation to the same meeting, but just has the actual link.

Adrienne Billings-Smith: Type A personalities. That's why you gotta Google.

Pramod Pradhan: Having this placeholder in your in your calendar is very helpful and makes me never vote any other commitment on my calendar because it's already there.

Adrienne Billings-Smith: Thank you. You're appreciated. So I think that ends our meeting and no one has anything else that they would like to discuss.

Dawn Ennis: We have to move, right?

Adrienne Billings-Smith: I know. I think that's it. Somebody want to move to adjourn this meeting?

Pramod Pradhan: So moved.

Dawn Ennis: I second.

Adrienne Billings-Smith: Anybody oppose it? All right! So at 8:25 p.m., our meeting is adjourned. Thank you, everyone. This was a successful meeting.