

## Inclusivity Committee Minutes

Police Bldg Conference Room

3 PM January 5, 2021

Approved on February 2, 2021

### Invited:

- Rod Mann ✓
- Kurt Ostler ✓
- Brittney Bills ✓
- Nicki Brammer ✓
- Donna Cardon ✓
- Ronell Hugh
- Scott Smith
- Megan Kelly
- Greg Hazard
- Erin Wells ✓
- Joel Perkins ✓
- Sarah Ostler ✓
- Halla Walch ✓
- Sammi Rasband

**Invocation:** Sarah Ostler

**3-min positive thought/experience:** Joel Perkins

*Discussed the book [Mindset](#) by Carol Dweck and how the application of a growth mindset can address many issues in life including bias. Also talked about a quote from Governor Cox's inaugural address that has stayed with him, "that we must work to understand one another, to treat each other not as enemies but as friends. And to secure justice for all without demonizing and ostracizing those with whom we disagree."*

### Discussion Items:

- **Approval of [11/03/2020 Meeting Minutes](#).**  
*Motion by Erin second by Chief Gwilliam, approved unanimously.*
- **Open Meeting Training:** Stephanie Cottle - 10 min  
Stephanie walked through the state's open meeting rules with us, a requirement for all Highland committees. *We do need to define a policy for allowing committee members to participate online. I will put this on the next agenda.*
- **Follow-up Implicit Bias surveys (<https://implicit.harvard.edu/implicit/>):** Did everyone take them and would anyone like to share their experience? - 5 min  
*Those that participated found them interesting.*
- **Follow-up others:** Any comments on other items from the to do list - Arthur Brooks video, Group dynamics presentation (Forming, Storming, Norming, Performing) , ASD volunteer. - 5 min.  
*None*
- **Long-term objective:** Joel, Ronell, Nicki & Sammi. Present a draft long-term objective and key messages. - 15 min  
Joel, Ronell and Nicki need to continue their discussions. We all agreed that we need to develop specific actions that we can instigate to have a positive impact. Here are some of the things we talked about:
  - Record short thoughts on a book about Black History for the library to share during Black History month (less than 1 min)
  - Record short thoughts on what I wish people knew about me. Joel talked briefly about how it hurts him when people ask him a question about his son when his son is present and could answer the question. Kurt shared how he loves his transgender daughter but still has

problems with pronouns. The group felt these types of messages would help people understand different perspectives.

- Service projects or some activity on a quarterly basis.
- Use the Fling to promote and encourage inclusivity. Music, dance, or some kind of activity having a booth.
- **Youth communication strategies:** Sarah - Follow-up on discussions with teachers. - 10 min  
Lone Peak - teacher would like specific information as to what we want him to do.
- **Other discussion items** - 5 min

**To dos follow-up from previous meeting:**

- Finalize long term objectives recommendation (Joel, Nicki, & Ronell)
- Record videos for the library. Let Donna know in advance you would like to do that (Halla and Rod have volunteered).
- “What would you want people to know about you” video recommendations.
- List of library books for Black History Month (Donna sent everyone the lists) ✓

**Next Meetings & Events:**

- Tues Feb 2, 3:00 PM