

WHHRC Meeting Minutes

Date: December 4, 2024

Time: 7:00 p.m. (Called to order 7:07 PM)

In Attendance: Mark Linabury, Alana Butler, Kate Lance, Eric Schoenberg, Bruno Venero, Pramod Pradhan

1. Approval of Minutes

- Previous meeting minutes approved unanimously.

2. Guest Speaker: Adrienne Billings-Smith, Equity Officer for West Hartford

- **Role Overview:**

- First person in this position, staffed in 2022.
- Ensures equal opportunities internally and for the community.
- Engages the community as a core part of building inclusivity for town employees.

- **Responsibilities & Projects:**

- Policy revision, review, and drafting.
- Strategic planning to address inclusivity, resources for newcomers, and community needs.
- Collaborates with libraries and other programs.
- Conducted a culture and climate survey for town employees, focusing on belonging and inclusivity.
- Developed new policies, such as those addressing transgender language.
- Provides professional development and training.
- Facilitates monthly DEI (Diversity, Equity, Inclusion) spaces for employees.
- United Against Hate Forum to address hate crimes and lived experiences.
- Collaboration with the schools' Equity Officer.
- Anti-Semitism awareness and fostering understanding of lived experiences.
- Promotes language access and inclusion of marginalized voices.

- **Accomplishments:**

- Building relationships with previously skeptical individuals.
- Focused on uplifting marginalized communities for overall societal improvement.
- **Recommendations to the Commission:**
 - Engage the community and communicate the commission's mission.
 - Sponsor programs in collaboration with the Equity Office.

3. Updated Mission and Vision Statement Review

- Drafts reviewed and approved unanimously.

4. Declaration of Human Rights Celebration

- Event scheduled for **January 15th**.
 - 32 participants reading in 20 languages.
 - The commission will read the preamble.
 - Event time: 5:30 p.m. doors open; ends by 7:30 p.m.
- Plan to create a QR code survey with five questions on human rights priorities.

5. Resignation and Vacancies

- Cara Paiuk has resigned, creating the third vacancy.

6. Meeting Time Change Vote

- Proposal to move meetings to **6:45 p.m.** for parent convenience.
 - Vote passed: **3 in favor, 2 opposed**.
- Next meeting: January 8, 2025 – 6:45 PM

7. Upcoming Focus Areas

- February: Teen Dating Violence Awareness Month.
- Proposal to invite the town manager to discuss pedestrian safety and road deaths, particularly their impact on the elderly.

Meeting Adjourned: 8:12 p.m.