

## Talbot Family Network Racial Equity Committee

### AGENDA

Date: Thursday, November 3, 2022  
Time: 3pm  
Location: Talbot County Education Center and ZOOM  
(Virtual Access – use [Zoom link on the TFN webpage](#))  
Meeting is open to the public.\*

1. **September Meeting Minutes** – For Approval
2. **FY22 Equity Grantee** – Debrief discussion / lessons learned
3. **FY23 Equity Coalition Consultant Request for Proposals** – Discuss 3 vendor finalists

\* Meetings are open to the public; however, the Board (or Committee as the case may be) reserves the right to meet in closed session in accordance with the Maryland Open Meetings Act, as applicable.

**Talbot Family Network  
Race Equity Committee Meeting  
Minutes  
November 3, 2022**

**Committee Members Present:**

**In Person:** Nancy Andrew, Linda Webb, William Johnson, Jazmine Paxon, Marlene Thomas

**Virtual:** Katie Dilley

**Not Present:** Sharon Pepukayi, Estela Ramirez

**Guests Present:**

**In Person:** Meredith Girard (Mid Shore Pro Bono); Robin Davenport, Joan Crowley (CASA)

**Virtual:** JoAnn Hansen, Jodi Cavanaugh (Habitat for Humanity Choptank)

Nancy Andrew called this meeting of the TFN Race Equity Committee to order at 11:05 AM.

Recipients of FY22 TFN Equity Grants shared work done with those grant funds.

The group identified several themes across these presentations:

- Strategic planning
- Resistance
- Volunteer engagement (frontline and board)
- Staff engagement
- Systemic nature of how we operate programs
- Cultural competence and bias
- Balancing desire to do something with need to educate, build trust, create safety
- Gap between where individuals believe that they are in their development and where they actually are; missions of some organizations are oppressive in and of themselves; some do not serve community, but work to preserve the organization

TFN posted a RFP for facilitators to support building an equity coalition in Talbot County. The TFN race equity committee has reviewed these proposals. Many or most included a data collection piece upfront to set the stage for the work. Grantees were asked if this feels supportive of their work and the themes that we've identified (above)?

- Would this provide a foundation for work to be done?
- It could identify places to collaborate across sectors
- Data could be shared with boards of directors
- TFN – would an annual community presentation or making this data available to community could be of benefit
- Organizations could be brought together for a “state of the community” presentation; these could be used as a gateway to small group conversations

- A coalition could be helpful in normalizing the nature of the work, pace, resistance
- A coalition could be a place to share resources
- There may be existing structures that could support others (e.g., Mid Shore Pro Bono regional committee)
- MSPB has a student intern who could be available to support a coalition to address issues identified in data review process.
- How do we answer the question – So what? How does this improve things in my organization?

The grantees were thanked for their time and presentations

It was noted that there was an unintentional error on the agenda for this Race Equity Committee meeting (November 3, 2022) in that the incorrect time was listed. The agenda indicated a 3pm start time rather than the correct 11:00 AM start time.\*

The minutes from the September 19, 2022 meeting of the TFN Race Equity Committee were approved. Marlene Thomas made the motion; Linda Webb offered a second; all approved, none opposed.

Nancy explained that the committee had met with three vendors who submitted proposals in response to the coalition facilitator RF. The group reached the following consensus:

- X is Possible was removed from consideration
- Challenging Racism (total Cost \$14,500) and Prosper and Partners (total Cost \$40,500) have both indicated willingness to work with us on the timing, pace and cost
- There is \$13,000 available plus \$5,000 for training, which could be included if needed and a training component is included
- A motion to select Challenging Racism was made by Jazmine Paxon with second by William Johnson; all in favor; none opposed.

The meeting was adjourned at 12:35 PM.

Respectfully submitted,  
Linda Webb

\* Postscript

Nancy opened the zoom link at 3pm since the agenda had been posted by mistake with this meeting time. She closed the meeting link at 3:30pm after no one had arrived in the meeting room.