

Talbot Family Network Racial Equity Committee

AGENDA

Date: Thursday, December 8, 2022
Time: 11am
Location: Talbot County Education Center – in-person in conference room 3
Meeting is open to the public.*

1. **November Meeting Minutes** – For Approval
2. **FY23 Equity Coalition** – Design and Planning Session
 - a. Introductions & Overview
 - i. Goals
 - ii. Conversation Guidelines
 - iii. Expectations
 - b. Who - Membership for the Coalition.
 - i. Inclusion and Participation
 1. How do we reach out?
 - a. Online form
 - b. Email
 - c. Recruitment: Invitation only or general public inquiry
 2. To whom?
 3. What are we asking of them?
 - ii. Points of contact and engagement
 1. How often should they expect to be contacted?
 2. Can there be a group that discusses without moderation?
 - iii. What training events if any? (open to the general public or larger group)
 - c. Ongoing timeline and agenda topics
 - d. Phases for continued involvement
 - i. What are the phases of involvement for the group?
 - ii. Process
 - e. Suggestions for ongoing meetings
 - i. Dates/Times
 - ii. How often?
 - iii. In person/virtual
 - iv. Location for meetings?

Revised 12/2/22 and posted to TFN website.

* 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.

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MEETING MINUTES

Date: Thursday, December 8, 2022

Time: 11am

Location: Talbot County Education Center
(Virtual Access for the public via [Zoom link on the TFN webpage](#))
Meeting was open to the public.

Attending: Jazmine Paxon, Marlene Thomas, Linda Webb, William Johnson, and Nancy Andrew.

Guests: JoAnn Hansen/Habitat Choptank, Robin Davenport and Joan Crowley/CASA, Meredith Girard and Clinton Pettus/Mid Shore Pro Bono, and Alicia Jones McLeod/Challenging Racism.

No members of the public attended in person or virtually.

1. The meeting began at 11:05am.
2. Minutes of the last minute: Marlene Thomas made a motion to approve the minutes of the 11/3/22 meeting as submitted, which was seconded by Jazmine Paxon. All in favor; none opposed.
3. Nancy introduced Alicia Jones McLeod of Challenging Racism, the vendor TFN selected for the equity coalition project.
4. Attendees discussed plans for the coalition from which these functions were identified:
 - Resources (at each meeting a resource should be shared that can be used for the wider group and community)
 - Best Practices (including tools & skills & training & topics & challenges)
 - Operationalizing – Discussion on how we envision this moving into the community in a real way. How do we take what we did here and replicate it for others?A question was raised if the group would be comprised solely of TFN vendors/grantees. The possibility of offering two parallel resource groups was raised in response with Tier 1 focusing on system and community wide change and Tier 2 being more of a ‘test kitchen’ in addition to ongoing trainings offered to the larger community.
5. The meeting adjourned at 12:40pm.

Submitted by: Nancy Andrew