

EJDEI Committee Meeting Notes

Monday, December 12, 2022

Via Zoom

Attendance:

Board: Sandy Marsters, Howard Gray, Pat Ianni

Staff: Will Everitt, Robby Lewis-Nash

1. Agenda check-in

2. We had a conversation the definitions we discussed at the February 2022 training, which were reshared with the board at the October meeting. There seems to be a need to ground these definitions with Friends of Casco Bay's work/possible work or come up with easier-to-understand definitions board members can understand and get behind. Some board members have asked for definitions that were more accessible relative to our work. Once we have definitions, we could present them to the board and have them discuss them, edit them, adopt them. The target audience is our board and staff, this is for us and how we use these words to understand our work toward a more inclusive, just organization. What's the purpose: consensus, no one is an expert. It's through working on it that we will get to know this work better. Get the ball rolling, implementation. Definitions that are working definitions. We want the freedom to redefine them as we move forward. Don't need precision to the stand test the time. Sandy and Will volunteered to work on draft definitions for next meeting.

3. Demographic and economic data: What is it we are looking for? When do we want it collected and reported out by? We discussed that local is better. Also, need to talk to the people, need information from you where our work coincides. Market research, people who have had face to face interactions with these communities. We may need a consultant to help us.

4. Working with a consultant

We didn't have time for this conversation. Will volunteered to check in with CBEP to see if there is shared work, shared training, shared data. Will has a meeting with Curtis in January.

5. Working on a to-do list:

- Refined definitions for EJDEI
- A new EJ statement based on where we are now. Pat volunteered to draft this.