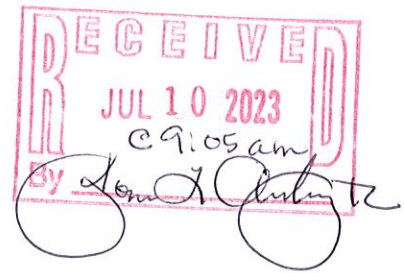


SOCIAL JUSTICE & RACIAL EQUITY COMMISSION  
TOWN OF SOUTH WINDSOR



Revised Minutes

Monday, January 9th, 2023

Start time: 5:34PM

End time: 7:05 PM

---

SOCIAL JUSTICE & RACIAL EQUITY COMMISSION - REGULAR MEETING  
MADDEN ROOM - SOUTH WINDSOR TOWN HALL

1. Call Meeting to Order

Suresh called the Regular Meeting to order at 5:34PM

2. Roll Call

Commissioners Present:

Ashlie Alleyne  
Renu Krishnan Cabot  
Suresh Jayaprasad  
Shelley Solomon  
Nancy Walsh

Others Present:

Erica Evans, Town Council  
Madison Gonzalez, Board of Education  
Kristian Lindstrom, Chief of Police  
Vanessa Perry, Assistant Town Manager/Director of  
Human Resources

3. Approval of Minutes: Shelley Solomon motion the minutes and Renu Krishnan to second the minutes

4. Public Input:

- Reaching out to the Republican Party to have other citizens join from the Town of South Windsor.
- Party members can go to town council with ideas on what to change membership moving forward.
- Evans (Nick Jones and Stephane W) will get contact information so the group can change the membership

5. Discussion Items:

a. Report:

- Council Liaison: Nothing to report
  - Town Manager Liaison: Nothing to report
- Board of Education: Madison to have a call from a board member to come speak, they would do a presentation but for a permanent seat they cannot take action

- Police Department Liaison: Nothing to report

6. Duties:

- a. Work with Town Staff to ensure effective anti-racists and anti-bias training is offered for every town employee and elected official on an annual basis of at least two hours with a goal of twelve hours minimum

- Looking into training's, that commission can start giving few of what is being offered to jobs within South Windsor.
- Kristian Lindstrom gave examples of complaints that are done on how to report if citizens are unsatisfied with ticketing within the town.
- All residents should have a system that gives them an opportunity to gauge people's climate about the town. (use possible a survey- Kristian Lindstrom said there is an automated system that is in place for all homes in SW if calls are taken with the SW police department. It will ask for a short survey to be completed via phone that is to be rolled out next summer 2024.) Will collect more information based on the name of the program for the next meeting.
- Creating or using an app or a QR code for SW citizens to make complaints or give feedback about ideas and opportunities that have happened to them.
- Climate surveys for students within the schools to track the satisfaction of families and children throughout the school year.
- Determine for the next meeting what the survey can potentially look like for citizens. Craft a standard posting in all departments dealing with **(compliments or complaints)**  
Current surveys and complaints go through town council link on website

- b. Take action to investigate and promote policy changes that address REEG bias and disparity to create a more inclusive community.

- Recruiting in the Police Department an annual report that is done. Currently in November of 2022, staff composition, what has been changed and what falls in line with developing a diverse equitable department. (Kristian Lindstrom said he can bring a report of that for the next meeting) **Pursue an accreditation policy that has to be done first by the police department.**
- Code of Ethics that is found on the town website under Human Resources.
- Madison will reach out to Steven Higgins Director of Equity and diversity in East Hartford (Invite him as public input possibly to give recommendations, but will hold off for now until we get a specific time or future)

- c..Collaborate with Town Staff to search and utilize specific avenues focused on recruitment of BIPOC candidates for the government opportunities.

- Vanessa Perry can run a future report if that's what the committee wants. (Based on Diversity that is hired within the Town of South Windsor)

7. New Business:

a. Election on Chair,

**Shelly Solomon nominated Renu Krishnan for the position of Chair. The motion was seconded by Suresh Jayaprasad.**

Shelley Solomon nominated Ashlie Alleyne for the position of secretary. The motion was seconded by Shelley Solomon and passed unanimously. (December)

Ashlie Alleyne nominated Suresh Jayaprasad for the position of Vice-Chair. The motion was seconded by Shelley Solomon and passed unanimously. (December)

b. Approval of next Meeting Date:

Next meeting will be done but has to possibly hold a different meeting time because Ashlie Alleyne is not able to meet on February 14th, 2023

Next meeting bench mark will be on **March 13th, 2023** everyone is available to meet. Ashlie Alleyne will send out meeting notes to everyone and there is homework for everyone to review policies that Krisitan Lindstorn and Vanessa Perry will send out.

Ashlie Alleyne and Renu Krishnan will have to post an agenda before the next meeting

Ashlie will send minutes via email to: Vanessa Perry, Erica Evans, Renu Krishnan, Kathy Senerth and herself (Ashlie Alleyne)

8. Adjournment

Ashlie Alleyne made a motion to adjourn the meeting at 7:05PM. The motion was seconded by Nancy Walsh and passed by Shelley Solomon.

Respectfully submitted,

Ashlie Alleyne, Recording Secretary Social Justice and Racial Equity Commission