

Call to Order 7:04 pm: Sarada Sangameswaran (meeting conveners will rotate)

Attendance (* denotes voting member of workgroup):

*David Binder	Margaret Izzo (CRB Liaison)
*Ann-Michele Corbi Potvin	Raafay Khan (CRB Jr. Member)
*Pete DiNardo	*Heather McCague
*Noah Evans	*Nate Nevala
*Adam Flango	*Sarada Sangameswaran
*Leeann Foster	Robyn Vittek (municipal staff liaison)
*Manisha Iyer	

Absent:

*Rebekah Diaz

Citizens' Comments : None

Approval of Minutes of Previous Meeting

Motion: Evans

Second: Iyer

Unanimous approval

Subcommittee Reports

Community Conversations

- Having conversations about the conversations – no concrete steps yet
 - Focus groups?
 - What does a community conversation look like (which format to use)?
 - Outside facilitation – need to explore
- Looking at – how we're framing in the context of the community
 - General need vs. 'precipitating event'
 - What is a precipitating event? What would galvanize community to have a conversation?
 - Does using a precipitating event as a jumping off point for a community conversation prioritize one issue over another?
- Members talking to neighbors – had a goal of at least 3 conversations each
 - What defines an underrepresented community?
 - By trying to be everything to everyone, we may end up being nothing to anyone.

Community Education Curriculum

(from Margaret Izzo email 3/23/21, 11:58 am)

1. Explore the possibility of working with **Mt. Lebanon Library to establish affinity groups** that will meet virtually, and ultimately with an in-person option, in the Mt. Lebanon Library or other permissible location. These groups would be promoted by the municipality, including promotion by the Mt. Lebanon Library and the Mt. Lebanon public information office. The goal is for each group to have a facilitator. Examples of affinity groups to include, but are not limited to, Black/BIPOC, Asian/AAPI, Latino/Latinx, LGBTQ, people with disabilities, recent immigrants, and White Allies. The initial number of active affinity groups may be limited to a few, due to considerations including space and staffing.
2. Explore the possibility of the creation of **Mt. Lebanon Facebook affinity groups**, which may or may not be affiliated with the Mt. Lebanon DEI ad hoc working groups. This may include reaching out to members of the Mt. Lebanon community who may be interested in acting as a Facebook group administrator/facilitator.
3. Explore the possibility of **reaching out to groups representing/working with POC/DEI efforts in the South Hills regarding publication of their meetings/events by Mt. Lebanon** (i.e., in *Mt. Lebanon Magazine* and/or virtually). For municipal publication, it is our current understanding that such groups include not for profits that do not support political candidates and are not actively promoting a particular religion.

From meeting:

- Sharon Bruni, Associate Director of Public Services for Mt. Lebanon Public Library, joined subcommittee meeting – detailed library offerings
 - Recommends qualified presenters for difficult issues/ topics
- Programming outside library – reach broader audience (churches, parks, local restaurants/ breweries, etc)
- Immigrant services – we need to reach people where they are
 - People in underrepresented populations often don't join the Facebook groups – laundromats, groceries, pharmacies, urban housing – meet them where they run errands, etc
 - Often don't know what they are eligible/ allowed to do (get a library card, etc)
- Affinity groups (see discussion under New Business)

Old Business: None

New Business

Meeting Schedule through December 2021

- 2nd Wednesday of each month at 7:15 pm, after CRB meeting
- Sangameswaran will create a sign-up sheet for convener and minutes/ recorder rotations

Discussion of Affinity Groups

- Need affinity groups – difficult as part of municipality to create
 - Have to be careful to not show bias
 - Phil Weis is looking into legal issues
- Shared identity and common goal
- Language groups at library not really affinity groups
- We need to determine how affinity groups will be perceived
 - Trust needs built with/ by founders of group
 - Need to reach out to community partners to get them to start affinity groups
- Library could maybe offer program (with experienced presenter) about how to form affinity groups
- Search for/ promote existing groups
 - Maybe general South Hills or PGH-area groups
 - Moms against Racism – 140 people in FB group
 - PA Chair – national organization
 - Newly formed chapter
 - MORE – (Mt. Lebanon Organization for Racial Equity)
 - 8 months in existence
 - Two arms:
 - Justice Reform
 - Anti-Racism Education
 - Vibrant Pittsburgh
 - Retaining BIPOC to stay and work in Pittsburgh
 - Advocacy Groups:
 - South Hills against Hate
 - Pittsburgh Group for Immigrant Children
 - Citizens' Alliance for DEI
- Group will continue to explore

Added: Goals for Workgroup

- What are our ultimate goals? How far do we go in the work?
- How will we know we're making a difference and what will that look like?
 - Foster: work will probably go beyond one year
 - Commissioners working to create check-in structure for workgroups – will notify groups soon via email
 - June, September, November-December
 - Can help direct work, provide guidance
 - Better for commission than receiving recommendations piecemeal throughout year, and also better than receiving all at once at end of year – can act on recommendations more quickly
- A goal is to make Lebo more welcoming – people are individuals, not just part of a group and we need to keep that in mind

- Add “Group goal setting” to next agenda – new business

Adjournment 8:04 PM