

Communities that Care

COALITION

CTC Racial Justice Workgroup Agenda/Notes

Zoom Link: <https://us02web.zoom.us/j/87586378475?pwd=dEFpTW9hMDRUMzkzZ011Y0lPYmpKUT09>

Meeting ID: 875 8637 8475; Passcode: 610085; Call-in #: 646 558 8656; call-in Passcode: 610085

April 16, 2026

Present: Shaundell, Rachel, Leigh-Ellen

March 12, 2026

February 11, 2026

Present: Matt Allen, Rachel

January 8, 2026

Present: Matt Allen, Shaundell Diaz, Rachel

Need to reinvigorate this group—now is the time. Connecting with other people doing this work. Cleaning up mailing list. Send Shaundell the most updated list. She will send out an e mail asking people is they want to stay on the list. Link to a survey to know what people are working on and what they want to work on.

December 11, 2025

Present: Matt Allen, Shaundell Diaz, Leigh-Ellen Figueroa, Rachel

Question of whether to do another in-person Addressing Hate in Schools and Communities event in the winter. Leigh-Ellen can check in with a couple of school folks to get a sense of their interest.

Leigh-Ellen would like a short blurb to send out to people—what would the next session look like? Rachel will reach out to Nicolette to ask for a short paragraph.

Use the new year to review our mailing list and re-energize the larger mailing list. What other networks can we tap into to let people know what we're working on and invite them to join. Also how do we support the activities of other networks/groups.

Franklin County Young Professionals (Chamber of Commerce)

CTC Youth Leaders

Traci Talbert at the CDC—could we invite her to come to a meeting and facilitate a conversation about things she has observed in workplaces in Franklin County and how people can catalyze change in their workplaces.

YOUTH Action Board

MassHire: WIOA youth, Youthworks, Covering Youth Leader program—always looking for internship sites

November 13, 2025

Present: Matt Allen, Nicolette Aduama, Rachel Stoler, Leigh-Ellen Figueroa

MassHire 2 days of events at GCC during March 18-19 for Reality Fairs.

Should we plan a follow-up in March or end February?

Wednesday Feb 25 with snow date Thursday March 5, 8:30-1.

Start the activities closer to the agenda start time. It would be good to have a bigger room. No need for tables, except at the edges of the room.

Next time focus on strategies for intervening.

October 23, 2025

Present: Leigh-Ellen, Shaundell, Matt, Naomi, Nicolette, Rachel

We have every school district represented except Four Rivers, Franklin Tech, and Athol. Athol says they are planning their own event, but they have not actually hired Nicolette's team. Could we bug them to send someone?

Naomi will reach out to Melissa Sippel at the DA's office to see if she can bug a few law enforcement folks. No law enforcement folks have registered, which is because there is a conflicting training that day.

Shaundell can invite Community Action Youth Programs, will invite some additional colleagues.

Nicolette will reach out to Athol to see if they can send someone.

Rachel will send a reminder to school committee folks. Rachel will invite the Brick House. GCC—send to Judy Raper. Aaron hellema@gcc.mass.edu hardyt@gcc.mass.edu odomb@gcc.mass.edu

Baron.dyer@yahoo.com Nicolette's colleague who is the other training

October 9, 20205

Present: Leigh-Ellen, Shaundell, Matt, Naomi, Rachel, Nicolette

Addressing Hate in Schools and Communities: Registration currently at 6 people. Naomi's contact Jim Carmichael will send out to Western MA School Safety Task Force. Naomi will ask Laurie Loisel to send out to her networks.

Melissa Sippel is taking over Laurie Loisel's job at the DA's office.

Nicolette also sharing with her networks.

Rachel send to all school committees? Leigh-Ellen can send to Regional School Health Task Force so other school staff can attend. Athol and West Springfield got scholarships from the AGO to do their own trainings. Peer Ambassador host sites, GCC, other colleges? Homeless liaisons for school districts?

We could invite presidents of CPACs. All districts are supposed to have one.

School crisis team/safety team (L-E will reach out to counselors).

Any school resource officers that are still at schools.

McKinney Vento liaisons? Who is it for Franklin County?

School nurses, school counselors, regional school nurse leader (L-E can contact).

Press release to Greenfield Recorder, Montague Reporter, Linked in (Rachel—look for Nicolette on linkedin)

Two facilitators: one is also a member of law enforcement. We are looking for at least 20 people to attend. Nicolette's sweet spot for a small training is 25 people. If we get more than 45-50 people registered. Will need easel, projection capacity, internet. Nicolette will bring handouts, markers, participants should bring a pen and notebook rather than a device to write on.

Check-in meeting 10/23 at 4 pm.

<https://us02web.zoom.us/j/83598212673?pwd=JcCOKgcwK1XR3OezJdoYauf6GGv5aj.1>

September 11, 2025

Present: Leigh-Ellen, Naomi, Matt, Amanda Melo-Nieves, Nicolette Aduama, Rachel, Shaundell

Planning for Addressing Hate in Schools and Communities: we are inviting law enforcement and school administrators from Franklin and Hampshire Counties. Naomi will e mail her people, including Liz and Laurie from DA's office invite their people. Leigh-Ellen has has been inviting her school folks.

Nicolette will reach out to MIAA and post on her linked in. She can also share with superintendents, MA AGO's office.

Activity for people to do when they arrive.

Shaundell will do opening introduction.

What do schools and police officers have in common? Sports! Could we do a sports event with students and police officers and use it to raise money for a second Addressing Hate event.

August 14, 2025

Present: Nicolette Aduama (Northeastern), Baron Dyer (Northeastern), Shaundell, Rachel, Naomi, Matt

Planning for Addressing Hate in Schools and Communities.

Baron Dyer is a police sergeant in CT and a part time trainer with the Center for Sports in Society.

Northeastern is working with Southwick to address what happened in that district. Have worked in several other western MA communities.

Nicolette may stay overnight the night before if we need to start early.

Some of the biggest issues in Franklin County are racial slurs. How do you have an enforce appropriate policy? How do we get to the “why?” The underlying causes for why people behave and react the way they do.

Make sure we say this is introductory. One scenario and one case study to give people a chance to work together. Everything we are doing is modeling behavior. We are all on a learning curve.

Setup: We stand up, we move around. Horseshoe shape. One breakout space. Involvement of youth leaders?

For law enforcement: get the SRO if there is one, patrol lieutenant/captain if they can make it, chief if they can make it. W MA School safety task force—we could send invite to that group. Naomi will reach out to Liz and Laurie at the DA’s office and then to the W MA School safety task force.

Matt will take care of registration

Will ask Leigh-Ellen to reach out to school administrators.

Rachel will follow up with Ryan at GCC and also look into catering.

July 10, 2025

Present: Matt Allen, Naomi Bledsoe, Rachel Stoler

Heard back from Nicolette: They can start training at 8:30. We could do checkin 7:45-8:30 or 8-8:30 and training from 8:30-12. Makes sense to do it October 29.

Rachel will reach out to GCC to book the space. (You should have all received e mail)

Matt will do a save the date flyer once we have the date confirmed.

June 12, 2025

Present: Matt Allen, Shaundell Diaz, Leigh-Ellen Figueroa, Rachel Stoler, Kat Allen, Stacy Parsons

Does it make sense to do this event only two weeks after the DA’s Safe Schools Summit? Could we do it in the afternoon? Is it possible to include this session in the Safe Schools Summit instead of organizing a separate event?

Matt advocates for keeping it during the week, in the morning, 3 hours max.

Leigh-Ellen: If we can reschedule to late October, we should go for it. If not, we should keep our date

Matt: Could we target youth leaders as attendees at the United Against Hate event? Event targets building community on this subject including policy officers and school resource officers so that they can protect students who are being harmed. For schools: principals, school counselors

Target audience: Youth leaders, school administrators, law enforcement, community members

Best time: 8-11 or something like that. Before the school day gets underway.

745-815 arrival

815 9 intro

9-10 pt 2 mornin

10-11 after pt 1

11-12 after pt2

lunch 12 on

Content 8:15-12 and then lunch for those who can stay.

How much can Nicolette condense the last two sessions. Can we move things up? We are trying to accommodate our school population that has limited time.

Can we reach out to the Women of Color Health Equity Collective to find out what groups there are that have money to support us. Also the AGs office. Reach out to Nia Johnson.

Find out from GCC if October 22 or 29 is available and can 25-30 people fit in upstairs conference room?

We should go with the smaller number. 25-30. 25-30 students were in the upstairs conference room for the opportunities fair.

May 8, 2025

Present: Matt, Shaundell, Naomi, Kat, Rachel, Lee, and Keyedrya

Franklin County Professionals of Color group is launching: 1st event is June 18. See website: <https://pioneervalley poc.net/>

Review of Nicolette Aduama's proposal for Addressing Hate in Schools and Communities.

Since we are partnering with the DA's office, we should consider doing this for Franklin and Hampshire County.

Next steps:

Book it at GCC

Should end by 2:30

What is the best way to plan this? Whole committee? Smaller group?

Can we get a save the date out before June 17? For picking a date we need to make sure it works for our team, GCC, Nicolette, and the DA's office

April 10, 2025:

Present: Matt, Shaundell, Leigh-Ellen, Stacy Parsons, Rachel

Karen Legace is not able to do a United Against Hate event now. Can we ask Laurie Loisel and Liz Mulcahy from the DA's office to lead it. Rachel will reach out to them.

Rachel can also reach out to Nicolette Aduama at

<https://sportinsociety.sites.northeastern.edu/2023/06/22/forum-and-workshops/>

to ask her what the cost of a program would be that meets our needs. (Rachel see notes from 1/21/25 conversation with Nicolette).

Stacy Parsons is going to write up a couple of sentences to describe what we want to do.

Schools are going to have a lot of incidents boiling over in the next couple of months. Skills they need are how to have difficult conversations, how to prepare your school committee to address hate incidents.

Parents for Peace <https://www.parents4peace.org/about/>

Parents for Peace is another resource we could potentially use.

United Against Hate week also a resource: <https://www.unitedagainsthateweek.org/history>

<https://www.unitedagainsthateweek.org/toolkits>

United against hate week is October 19-25. We would like to do our event during this week.

Laurie and Liz at NWDA's office should have a template for it, maybe based on Safe Schools summit.

Need to explain the criminal vs. civil sides of hate crimes, and what hate crimes look like in schools. Hate crimes also get lumped in with school safety rather than safe and supportive schools.

Greenfield Corporate Center has a conference room that can accommodate around 50 people. Closer and better parking than GCC. We can also ask GCC which is a nicer space and larger but parking is more distant.

DEI director for the City of Pittsfield could potentially speak (Michae Obasohan)

UNITED AGAINST HATE school responses:

ARRSD: Interested, preferred time frames in order: spring, fall, summer

FCT:

FRSD: Interested, preference for summer

FOUR RIVERS:

GMRSD:

MAHAR:

MOHAWK:

PIONEER: Interested, want to bring students, fall is best

March 13, 2025

Present: Leigh-Ellen Figueroa, Laurie Loisel, Keyedrya Jacobs, Naomi Bledsoe, Rachel

Many school districts are interested in United Against Hate for the Fall of 2025.

People to reach out to: Karen Legace (USAO), DA's office, AG's office (Laurie L will ask Liz Mulcahy who at AG office), Anti-defamation league. Targeting no later than the middle of November. Important to have Karen Legace involved because she is the one who organized the event in Berkshire County. USAO usually responds to schools when there is a need.

DA's office planning to do a summit on social media, cell phones and mental health in the early Fall. CTC very interested in working with the DA's office on this.

Maybe also Deb Schmill of the Becca Schmill Foundation, and folks from the [Digital Wellness Lab](#)

What???? Laurie is retiring at the end of September!!!! We will miss you soooooooooo much!!

January 9, 2025

Present: Leigh-Ellen Figueroa, Matt Allen, Lee Collins-Lambert, Keyedrya Jacobs, Kat Allen, Shaundell Diaz, Rachel Stoler

United Against Hate: We haven't heard from Stacy Parsons yet. Could we do this without the US Attorney's Office? We need to decide by next week. Could we still utilize the space for something related to our work and to Advancing Racial Justice in Schools?

Meeting again next Thursday Jan 16 from 3-4 to make a decision about this!

Topic: CTC Racial Justice Workgroup

Time: Jan 16, 2025 03:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us02web.zoom.us/j/88026370447?pwd=TdMtialYQFoZ2MKHSjSCiXijNh755P.1>

Meeting ID: 880 2637 0447

Passcode: 468575

Phone: 646 558 8656 Passcode: 468575

Present: Orlando Soto, Laurie Loisel (NWDA), Derryck Dean (DOJ Community Relations Service), Stacey Parsons (Berkshire DAs Office), Liz Mulcahy (NWDA), Rachel Stoler, Lee Jenkins, Leigh-Ellen Figueroa (CTC), Matt Allen (MassHire WFB),

NWDA - Karen Legacy from U.S. attorney's office; Partner with local law enforcement to attend, MIAA, AGs office. Waiting for new AUSA MA attorney to be named. AG, Mass Secondary school admins, MIAA, and Northeastern Univ.

Stacey shared that previously they had the event as opening presentation, overview, discussion of the spirit program, hate crimes work, DEI level setting, foundation building between schools and PD, ended with panel discussion and how different sectors are applying this content to their work, Stacy said she has been looped in to help coordinate behind the scenes.

Derryck Dean: transition in leadership is forcing a bit of a pause on United Against Hate

Biggest part of planning was recruitment

Public Libraries and youth serving programs

March is MCAS, late Spring maybe? Talk with our school partners to see what timing would work best.

Doing a TAB training might be difficult with their schedules

Contact: Northeastern University, MIAA, MSSA and Attorney General's Office have partnered to do Addressing Hate for Schools, Athletic Directors etc Nicolette Aduama
n.aduama@northeastern.edu

Reason for March 19th timing was because it's GCC's spring break.

CRESS - ACC - alternative to police force

Ideal headcount: 65? between Franklin/Hampshire counties

Sometimes giving space for a conversation can make room for collaborative learning and growth

1. Check in with Nicolette Aduama will check with Judy
2. Does March 19th work for most of our contacts? L-E will contact
3. What do we feel like is a good time for event
4. Rachel

How is UAH training different from Addressing Hate for Schools

What exactly are we inviting people to?

9-1 or 10-12:30, feed people, we want people to network and build relationships

9AM opening remarks with DA & Sheriff

<https://www.miaa.net/educational-athletics/addressing-hate-school-sports>

“United Against Hate Week (October 19-25, 2025) is a call for seven days of local civic action by people in every community to stop the hate and implicit biases that are a dangerous threat to the safety and civility of our neighborhoods, towns and cities.”

[2024 UAH Community Toolkit](#)

Leigh-Ellen: applied for grant that would support schools for district improvement, best practices/model programs, innovations. 6 school districts signed on to the application. Would further the work of the Advancing Racial

Justice in Schools project: Athol, Frontier, Gill-Montague, Greenfield, Mohawk, Pioneer. We will hear in March.

Training Active Bystanders: Kat and Naomi met with the principal of Greenfield HS. Nate and Devonne started a students of color alliance. They are working on how to be a good bystander when you witness microaggressions. Kat and Naomi suggested they consider the Training Active Bystanders curriculum, which has a racial justice component. GHS administration is really supportive. Could we use the GCC space on March 19 to do this training for youth from multiple schools?

Training Active Bystanders training takes 2.5-3 hours. The Training for Trainers (T4T) course takes 9 - 10 hours and is done in three 3-hour sessions over three days.

Could we also present the adultism video?

Point in Time Count: January 29 See below. Volunteers needed. 30 days at a shelter is not enough to find housing. Even people with good-paying jobs can't find housing.

Shaundell is trying to find the Franklin County McKinney-Vento person. There used to be one for every district but now there is just one for FC.

[Athol-Royalston \(06150000\)](#) Public School District

1062 Pleasant Street

Athol, MA, 01331

P: 978-249-2400

F: 978-249-2402

Homeless Liaison: Christie Fontaine P: 978-249-2403 x2302

[Four Rivers Charter Public \(District\) \(04130000\)](#) Charter District

248 Colrain Road

Greenfield, MA, 01301

P: 413-775-4577

F: 413-775-4578

Homeless Liaison: Andrew Stenson P: 413-775-4577 x301

F: 413-775-4578

[Franklin County Regional Vocational Technical \(08180000\)](#) Public School District

82 Industrial Blvd

Turners Falls, MA, 01376

P: 413-863-9561

F: 413-863-2816

Homeless Liaison: Nathan A. May P: 413-863-9561 x123

F: 413-863-8596

[Frontier \(06700000\)](#) Public School District

113 North Main Street, Office C101

South Deerfield, MA, 01373

P: 413-665-1155

F: 413-665-8506

Homeless Liaison: Karen A. Ferrandino P: 413-665-1155

[Gill-Montague \(06740000\)](#) Public School District

35 Crocker Avenue

Turners Falls, MA, 01376

P: 413-863-9324

F: 413-863-4560

Homeless Liaison: Corrina Wcislo P: 413-863-4001

[Greenfield \(01140000\)](#) Public School District

195 Federal Street, Suite 100

Greenfield, MA, 01301

P: 413-772-1326

F: 413-772-1379

Homeless Liaison: David Messing P: 413-772-1360 x2112

Pioneer Valley (07500000) Public School District

97 F. Sumner Turner Road

Northfield, MA, 01360

P: 413-498-2911 x603

F: 413-498-0045

Homeless Liaison: Nancy Parlakulas P: 413-498-2911 x613

Mohawk and Mahar just list the superintendent.

Hello!

The 2025 Point in Time (PIT) Count is right around the corner—January 29th. The Outreach Letter below provides more information on the count.

Some additional information not included in the letter is that on January 14th from 10:00-11:30 we will be holding a community planning meeting and would love to see you all there!

<https://us02web.zoom.us/j/86229445379?pwd=asV8VgLvB84pF20tI9YxKgmmh5NNwy.1>

In the meantime, we invite you to check out all the resources available on our [website](#). Thank you!





Three County CoC

2025 Point-in-Time Count of Persons Experiencing Homelessness



Dear CoC Providers, Partners, Social Service Providers, and Community Officials of Berkshire, Franklin, and Hampshire Counties,

Thank you for your assistance with the prior Point-In-Time (PIT) Counts of all persons experiencing homelessness in our region, including people living outdoors, people in shelter or transitional housing programs, people not stably housed, and unaccompanied youth. We are reaching out to you once again because our community is about to undertake our 2025 PIT Count, beginning the night of Wednesday, January 29th, 2025. We conduct this count to get a better understanding of the amount of unmet need in our communities and determine how many people are experiencing homelessness, especially unsheltered homelessness, during a time of year when the weather conditions are particularly hazardous.

Our primary objective is to collect survey data from persons that were unsheltered on the night of the count at the following location examples: warming centers, vehicles, encampments, woods, parks, streets, sidewalks, bridges, in buildings without heat and water utilities

Our 2025 Winter PIT Count night is designated as Wednesday January 29th, 2025. Anyone who is experiencing homelessness on the night of January 29th can be surveyed up to a week following that date and can be included in the PIT Count through February 5th.

We are hoping that you can help us. On our website listed below, you can find the following resources <https://www.threecountycoc.communityaction.us/pitcount2025>

- Blank [survey forms](#) to print
- Recorded [training information](#) on the PIT Count and the survey questions
- Directions to [request paper copies of forms and incentives/warming items](#) for persons plan to survey

If you or any other local official, community member, or social services provider knows of anyone who is experiencing homelessness, please let us know by filling out survey forms the week after January 29th, and then sending back to Natalie Burtzos, CoC Compliance Manager, by email, fax, or mail. Please try to send surveys in a single packet/group.

Contact: Natalie Burtzos
Email address: nburtzos@communityaction.us
Fax: 413-775-9018

Mail: Three County CoC
Community Action Pioneer Valley
393 Main Street
Greenfield, MA 01301

We also want to take a moment to recognize those being surveyed in the count. We could not do any of this work without the willingness of those experiencing homelessness to work with us and be interviewed on very personal details. Please remember to thank them for their participation and check if there is an immediate need you or your organization could offer to support them.

Thank you for your commitment to a successful 2025 Point in Time Count!



December 12, 2024

Present: Naomi, Matt, Shaundell, Rachel

November 14, 2024

Present: Matt Allen, Kat Allen, Rachel

October 10, 2024

Present: Matt Allen, Leigh-Ellen Figueroa, Naomi Bledsoe, Shaundell Diaz, Karin Anderson, Rachel Stoler

What is the best use of our time as a workgroup? Are we spinning too much.

Racial Justice Circle at the Brick House:

Shaundell can be a lead facilitator, needs folks to back her up. Karin Anderson can be another facilitator.

It's an affinity space. Want to be more accessible and connect people to this group (RJW) if they want to take more action.

Racial Justice Talking Points

What are the challenges to having conversations around this issue?

- some white people are comfortable with the status quo and don't see the need
- it's hard to look at your own biases
- it's just plain awkward to talk about for many people

- some people are afraid to say the wrong thing (and apologies are important if you offend another)

Community Potluck next Thursday 3:30-5:30.

Shaundell will invite Salasin Center

Naomi will invite youth she works with

United Against Hate: We need to hear from Stacy Parsons if the USAO folks can come and what dates. Need to hear before we can start issuing invitations.

Need NWDA on board so they can say to all their people to put it on their calendars.

September 12, 2024

Present: Shaundell Diaz, Matt Allen, Leigh-Ellen Figueroa, Rachel Stoler, Stacey Langknecht, Karin Anderson, Lee Collins, Kat Allen

Community Potluck: Matt Allen, Jenna Weld, and Amanda Miller are working on planning. Matt talked with Kirsten Levitt at Stone Soup, we could use that space but would need to cap it at 40-50 people. Looking at Thursday October 17 about 4-6 pm. Will need our help with outreach. Jenna Weld is working on the flyer. Amy McMahan is working on food. Our job is to brainstorm some questions about racial justice issues for discussion at the event. Send suggestions to Matt!

Check out Snoop Dogg's affirmation channel!!!

<https://www.tiktok.com/@snoopdogg/video/7176829254804704558?lang=en>

Racial Justice Circle at the Brick House is returning. Folks sit in a circle with lots of group agreements with no agenda other than to talk about this sensitive and difficult topic. Goal to provide a safe space for folks to talk about what's happening in our country now, how does it feel to you.

United Against Hate: Wednesday March 19 at Greenfield Community College all day (10-2). Snow day Friday March 21. Ask Naomi if she has reached out to anyone from the DAs office. Shaundell invited Nia Johnson from the Attorney General's office. Nia is bringing another colleague. We should invite principals, assistant principals, superintendents, and DEI folks at schools. Make sure administrators are invited. Kat talked with Nick about doing a presentation with regional data. Superintendents who sign off on it can agree to share their individual district data, including school discipline data available from DESE. We can provide school folks a report for their school.

We need to get confirmation that the DOJ can do the training that day. Once we get confirmation, and some materials to share, we will start reaching out to folks we want to invite. We should do direct outreach, rather than just sending an e mail.

When we send out the save the date include a link with a blurb about the training.

MACHHA grant: Community Action did not get the grant.

Three county CoC Training platform: [Three County Continuum of Care \(talentlms.com\)](https://talentlms.com)

July 11, 2024

Present: Shaundell Diaz, Matt Allen, Naomi Bledsoe, Kat Allen, Rachel Stoler, Karin Anderson

United Against Hate: Greenfield Community College is willing to allow us to use their dining commons as long as they are co-sponsors of the event.

We will just have to pay for food.

Who to invite: We need to narrow this down to specific people

DOJ

FBI

US Attorneys Office

State Attorney Generals Office: Nia Johnson/Civil Rights Unit

All school districts

POlice depts (Chief and SRO) Civil rights officer?

- Dan Miner (Gil-Montague SRO)

Sheriff: Bob Haughy? (Stacey)

State police:

Local DA's office (Naomi)

School resource officers from schools that have them

Gil/Montague (Stacey)

Student Survey/DESI Survey (Need school sign)/Can share Regional.

DEI School leads- they were hired in the Berkshires and then laid off within a year!
Leigh-Ellen and Keyedrya will have good ideas on who from each district:

- Principals
- Asst Principals
- DEI Leads
- Superintendents

YAB: Youth advocates

Youth Leadership in Prevention Participants

- Naomi

Stand Together Against Racism Barbecue: Thursday September 19, 4-7 pm: Matt and Karin with support from Rachel.

Shaundell can contribute some funding for food if we use some language somewhere on the flyer that says this: bringing together youth with lived experience of homelessness, and building racial equity within that circle.

The YABvocate: Blue Barrows

Kat: find out from Jena Duncan if they received the MACHHA grant

July 31 workgroup gathering at Rachel's house 4:00

June 13 , 2024

Present: Shaundell Diaz, Matt Allen, Rachel Stoler, Orlando Soto, Amanda Miller, Stacy Parsons, Kat Allen. Lee Collins-Lambert, Karin Anderson

Youth Leadership in Prevention: Idea of youth affinity space for youth of color at Greenfield HS. Looking for an advisor who is a person of color. There is no staff of color at GHS who can do this.

Ideas:

- Has anyone spoken with Glen Franklin to see if there are any needs since he was in the Greenfield Public schools?
- Are there any updates from Jena Duncan on the grant application for this through community action?
- Is there a group at GCC that can support high school students? Yes Alyssa Arnell is the faculty advisor.
- Alyssa is the GCC History Department Program Coordinator and Faculty member. Her email address is arnella@gcc.mass.edu
- Matt will reach out to Kia Burton at the Family Center to ask if there is a support group for youths of color (global majority)
- Possibility of doing the Stand Together Against Racism Barbecue! Last time Community Action took the lead. August 17, 2018 was the last one.
- Create a support group for parents with students in the school for the children that will be in these groups that are not school-specific.
 - The Brick House is looking to reconvene this type of group. They held 2 or 3 meetings two years ago and they had some really good engagement.

United Against Hate: *Stacy Parsons* reports of hate-based violence incidents happening (Shaundell posts these two related links in the chat):

[High school students accused of holding online slave auction during Bl... | auction | TikTok](#)

[Local leader reacts after Southwick students accused of holding online slave auction \(westernmassnews.com\)](#)

Schools are often responding with one-off things to “check a box” without substantial changes. Invited school districts and SROs to attend day-long training on hate-based incidents. How do you make a report to DESE? Office of Civil Rights? FBI (“Matt” in the Berkshires)? Had DEI Educator speak on bringing mindful awareness to implicit bias; a speaker from Berkshire Pride; Panel with

Police Chief and Accountability Program speaking on what they're doing to build community ???

What needs to happen to implement United Against Hate next Spring? in Berkshire co it was the DA's office and Schools that organized, with support from the DOJ law enforcement liaisons. Included FBI. Get planning conversations and getting on peoples' calendars. Berkshire County event focused heavily on schools and local police dept partners, where there was frequently a breakdown in communication when responding to hate incidents.

IT was a full day event, including lunch. Included a local connection piece—panel. Talked about Berkshire Pride about what was needed to make it successful. a lot of e mails and personal phone calls to get people to come.

Stacy works for DA's office. They are meeting regularly with SROs. Doing more relationship building/bridging work. They have created a task force to work between schools, community partners, higher ed to have a collective way to address identity-based hate incidents.

They have had some outcomes. This needs to be a continued conversation.

Who to invite: We need to narrow this down to specific people

DOJ

FBI

US Attorneys Office

State Attorney Generals Office: Nia Johnson

All school districts

POlice depts (Chief and SRO) Civil rights officer?

Sheriff?

State police?

Local DA's office

School resource officers from schools that have them

DEI School leads- they were hired in the Berkshires and then laid off within a year!
Leigh-Ellen and Keyedrya will have good ideas on who from each district:

YAB: Youth advocates

Youth Leadership in Prevention Participants

Next Steps:

Date: Sometime in March? Weds March 19 snow date Friday March 21 2025. This is during GCC Spring break. Maybe we could have the event there.

Rachel to hold dates for the Transit Center

Stacy to reach out to start planning conversations and contacts

Naomi to identify

Leigh-Ellen/Keyedrya to identify school contacts

<https://strategiesforyouth.org/>

How law enforcement can interact with youth. Stacy has not vetted this resource yet.

Should we have a panel? Who is doing good work in the schools?

Any progressive police depts doing good work?

Local DA's office?

What resources can we provide? Contacts, print/online resources, DOJ Community Relations specialist (they are free and hang out with you for 18 months, will still take your calls 2 years later),

Stand Together Against Racism Barbecue: Wednesday August 14, 4-7pm

May 2, 2024

Present: Shaundell Diaz, Matt Allen, Leigh-Ellen Figueroa, Jena Duncan, Rachel Stoler, Keyedrya Jacobs, Orlando Soto, Amanda Miller

Update on encampments in Northampton and Greenfield: COC is there to provide services and advocate for people, help them get the services they need.

What should we focus on for this group? Need to recruit more members!

June 17 COC forum at GCC: 8:30-11:30 Annual Meeting: table and let folks know about the workgroup!

Jena is applying for a MA Community Health and Health Aging grant that would support an integrated racial justice and gender equity initiative for youth

Craig's Doors: Sheltering organization: Congregate site with 28 people, in Amherst non congregate site with 38 people at Econolodge in Hadley. Day shelter in Amherst that provides some outreach case management and snacks, clothes. Run sites more like residential sites. Building robust case management system. Can actually provide case management system for other shelters. Housing first approach. Empowerment model. Tim McCarthy is new director. Shaking things up and challenging the way things have been done in the past. Strictly behavior, not clinical. Also a "wet" shelter, which is why they do not have youth under 18. Have seen a huge uptick in senior homelessness in past year. Refer youth to Community Action and DialSelf. also trying to develop services for people who are recently housed and are adjusting to reintegrating into community. (CSPEC). As of last year 9% of people who went into permanent supportive housing went back into homelessness within 2 years. Need support for reintegrating community.

Hard to assimilate—loneliness is really hard.

osoto@craigdoors.org

Reimagining interim housing training

Keyedrya: Race to Be Human Screening. Come and view the film and hear panel discussion. Family-friendly event with discussion afterward. Details will be out soon. Sometime in last two weeks of May. After the film showing event, the film

will be available for a week afterwards for anyone to see (up to 250 views). RACE to Be Human addresses the impact of racism on our mental health through the lens of students, experts and educators.

<https://www.indieflix.com/foundation/race-to-be-human>

Challenges with how to create a more welcoming environment for immigrants:

Interpretation: there are interpretation services available by phone including Lion Bridge that schools could access. Schools are legally required to provide interpretation services.

<https://www.lionbridge.com/>

Video interpretation devices VRI used in hospitals.

Transportation: hard to get to services available in Springfield.

Matt is also helping immigrants with employment. Biggest barriers are language

Reinforces importance of doing United Against Hate training. Can we pull together this training Spring 2025? Need to make sure if there is a panel of young people that there is adequate support for them emotionally. There has not been any word about the DA's Safe Schools Summit yet.

CTC Full Coalition Meeting Thursday May 30 from 2:30-4:30 at Camp Apex.

March 7, 2024

Present: Shaundell Diaz (Three County Continuum of Care), Naomi Bledsoe (FRCOG/CTC), Kat Allen (FRCOG/CTC), Leigh-Ellen Figueroa (FRCOG/CTC), Stacy Parsons (McKinney-Vento for region), Keyedrya Jacobs (FRCOG/CTC), Patrick (PEER Ambassador, Recover Project), Rachel Stoler (FRCOG/CTC), Jenna Weld, Lee Collins, Matt Allen



Welcome & Introduction - What is your (personal) weather?

Introduction of CTC New Hire - Naomi Bledsoe, Youth Engagement Coordinator

Stacy Parsons - *United Against Hate*; reports of hate-based violence incidents happening (Shaundell posts these two related links in the chat):

[High school students accused of holding online slave auction during Bl... | auction | TikTok](#)

[Local leader reacts after Southwick students accused of holding online slave auction \(westernmassnews.com\)](#)

Schools are often responding with one-off things to “check a box” without substantial changes. Invited school districts and SROs to attend day-long training on hate-based incidents. How do you make a report to DESE? Office of Civil Rights? FBI (“Matt” in the Berkshires)? Had DEI Educator speak on bringing mindful awareness to implicit bias; a speaker from Berkshire Pride; Panel with Police Chief and Accountability Program speaking on what they're doing to build community ???

Had lunch on site so there was time for people to talk to each other.

Started from the point of “We KNOW these incidents are happening, so what are we going to do about it?”.

Everything was FREE - all free speakers, free space, free lunch.

Stacey had the relationships on the school side. Having the DA's Office, DOJ, US Attorney's Office names on there made a big difference getting people in the room.

Educational Collaborative in Berkshires has put together an alliance to help people feel less isolated in this work.

At Berkshire Innovation Center in Pittsfield - just shy of 60 people total. All school districts attended.

Good representation from SROs, a few police chiefs, didn't overdo it on school & community partners so that police didn't feel like it was everyone versus the police. Worked to make it feel like everyone was on an equal playing field.

Here are the links to the City SPIRIT and School SPIRIT overviews.

<https://www.justice.gov/crs/our-work/facilitation/city-spirit>

<https://www.justice.gov/crs/our-work/facilitation/school-spirit>

Shaundell: Really think the RJW needs to bring an event like this to the FC/NQ region.

Naomi: Would it make sense for Franklin and Hampshire to combine, since we're under one DA?

Leigh-Ellen: AWESOME idea! Make sure we bring a restorative perspective

Patrick: Do we have a group of youth leaders that can be leaders in creating this? Getting their voices consolidated and creating an alliance.

Stacy: Being careful of putting youth in the middle of high-conflict conversations. Maybe a morning and an afternoon. Morning = more law enforcement focused; afternoon = more school solutions and youth focused.

Patrick: Or an intermediary to bridge the gap.

Shaundell nominates Stacy to help run the day...Stacy accepts and says they had a small committee (2-4 people) plan everything in the Berkshires.

Keyedrya: School system needs to support the Black students! The trauma that gets inflicted on Black students will stay with them their whole lives.

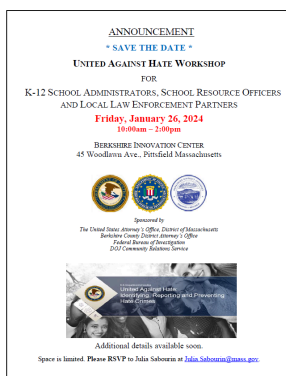
Lee: Making sure to make the Franklin County School system more attractive to Black professionals in general, reaching out aggressively to qualified Black Administrators and teachers to be a part of the community.

Patrick: Raising nieces and nephews of color; we're all learning and growing; we need to show compassion to people with EVERYONE wherever they are in their journey; everyone has lived experience; we need to be really careful with our dialogue starting with each other!

Youth Oasis

- Continued Conversation
 - Matt: We need to find the right balance to both be inclusive with non-POC youths and also be able to have POC youths feel comfortable to be themselves in the space.
 - Lee: Care deeply about the youth of this area, have worked in Hampshire, and Franklin schools, trying to leave this place a little better, a little safer. Demographics are specific to Franklin County and there is a need to make sure that Black/Brown, and white children need to cohesion at an early age. The younger we can be, if they can be shown, and lead to a manner to share that thought to all is particular for this area. When this group comes together the youth will be best served, not as individual groups, but it needs to not be siloed, but it needs to be together to create a caring mentality. Treating people fairly and treating people the same. More people want to address Social Justice rather than Racial justice in Franklin County. We also need to address Privacy within the group. Better surveyors of their environment, and the language that it takes to build meaningful conversations.

Revisiting the idea of creating space in the Franklin County School and Community-wide for this Training.



Shaundell shared about an Anti-Hate workshop that happened in the Berkshires.

Stacey Parsons helped put this on. DA Sullivan and Karuna Center would be good partners here. Karuna has a BRAVE

Schools program here that works against right-wing extremism.

<https://karunacenter.org/project/building-resilience-against-violent-extremism-brave-schools/>

Next meeting is: April 4th, 2024 3:30pm- 5pm

CTC Racial Justice Workgroup Notes

February 1, 2024

Present: Shaundell Diaz, Matt Allen, Kat Allen, Rachel Stoler, Lee Collins, Leigh-Ellan, Jenna Weld, Colleen Kucinski (LTP), Olivia Gilbert, Amanda Miller

Interest in creating a Youth Oasis Group?

- a space for youths of color to gather in a non-action required environment
- a space to be themselves
- a space to relax and recharge
- a space to build community

Any thoughts on tying that group with the Advancing Racial Justice in Schools Grant?

Leigh-Ellen: would need to talk to the schools advisors and their specific groups to see if there is interest or capacity to do that

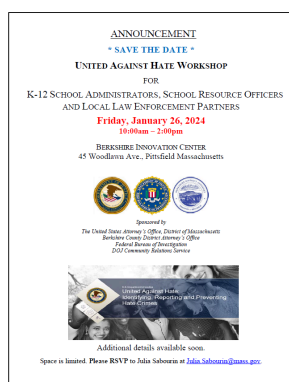
Anti-Racism Training For The Schools - Shaundell participated in a training with a few public schools in the Berkshires along with Stacy Parsons and thought it would be beneficial to our local schools.

Amanda: Is Glen convening something at the High School?

Leigh-Ellen: Context is a group at Franklin County Tech; Is the Justice League at Mahar still running? GMRSD has an adult group and they're trying to bring youth in as well.

Leigh-Ellen offers to present a recap on the ARJIS grant at the next meeting.

Shaundell shared about an Anti-Hate workshop that happened in the Berkshires.



Stacey Parsons helped put this on. DA Sullivan and Karuna Center would be good partners here. Karuna has a BRAVE Schools program here that works against right-wing extremism.

<https://karunacenter.org/project/building-resilience-against-violent-extremism-brave-schools/>

FRCOG will be posting from Black History Month every day this month. Shaundell recommends it get linked on the homepage. Rachel will reach out to communications person about this.

<https://frcog.org/celebrating-black-history-month/>

Next meeting is: March 7th, 2024 3:30pm- 5pm

November 30, 2023

Present: Shaundell Diaz, Matt Allen, Tim M., Keyedrya Jacobs, Jei Staples, Carolina Pena, Kat Allen, Rachel Stoler, Lee Collins, Olivia Gilbert, Amanda Miller

Next week is The Oasis Meeting (formerly known as the Safe Space meetings). Thursday December 7th @4pm-5:30pm.

Idea to put an asterisk by the term People of the Global Majority to link to a definition.

The term “People of the Global Majority” disrupts white supremacy culture and ideology.

People of the Global Majority (PoGM) refers to Black people, Indigenous people, Brown people, Latinx peoples—particularly Indigenous and Afro-Latinos —Pacific

Islanders, Native Hawaiians, the Inuit communities/Alaska Natives, Native Americans, Arabs, Western Asians/Middle Easterners with dark skin, North Africans, Southeast Asians, South Asians, East Asians, Africans with dark skin, and biracial and multiracial people who are mixed with one or more of the above, and people and groups who can't access white privilege.

<https://britthawthorne.com/blog/people-global-majority/>

Goal to support self-love in the community, support each other, kick back. If the main Racial Justice Workgroup is the office, Oasis is the living room where you can really relax.

Racial Justice workgroup will still be action-oriented.

Announcement from CTC: We are really excited to share that we are hiring a new Youth Engagement Coordinator for the Communities That Care Coalition!

This person will work with school and community partners to launch and coordinate a new Youth Leadership in Prevention program and will assist with our Advancing Racial Justice in Schools effort. Please share the linked job flier with anyone who might be interested, and consider sharing this on social media!!

<https://frcog.org/wp-content/uploads/2023/11/YEC-Job-Flyer-2023.pdf>

October 26, 2023

Present: Shaundell, Amanda, Olivia Gilbert, Keyedrya, Rachel, Leigh-Ellen, Matt

Safe space is not a great term. Could we call it the Oasis?

- **Original message:** The Communities that Care Coalition's Racial Justice Workgroup would like to engage, empower, and motivate the People of Color that work in Franklin County and North Quabbin. It is important that the BIPOC community feel that they are

working in an inclusive environment, but this is rarely the case for many folks. The RJW would like to invite BIPOC community members to converse and share their experiences in an in-community space.

- **New Message:** The Communities that Care Coalition’s Racial Justice Workgroup warmly welcomes you to join our “Oasis” Conversation group.. We are passionate about connecting with and empowering the People of Color in Franklin County and North Quabbin, who live, work, and have school-aged children in these vibrant communities. Our aim is to create a nurturing and inclusive environment where the People of the Global Majority community can feel supported. We understand that inclusion is often elusive, but we're here to change that. We invite all People of the Global Majority community members to come together, engage in meaningful conversations, and share their valuable experiences within community. Your voices are important to us, and we're excited to learn from and alongside you. Send email to CTCRacialJusticeWorkgroup ctcracialjusticeworkgroup@gmail.com to indicate interest.



● Idea to put the invitation out publicly, but do not give them the date/time/information. Ask them to contact a particular person who would engage with them and determine that they are who they say they are. We could make a CTC Racial Justice workgroup e mail.

Shaundell met with new Brick House director Tom. He asked to postpone the racial justice circles because TBH staff are attending a racial justice event at the CDC (??). (Is that the Racial Justice Reflective Journey?)

Race to be Human Movie Screening sometime in the next few months (Maybe early in 2024?) Have youth from different schools participate in a panel discussion. Include the YAB in the planning? Do in-person screenings at Greenfield Gardens, Shea Theater, someplace in Orange or Athol?, someplace in West County? For panel, audience can show appreciation without asking questions.

On-going Planning Section:

Re: SRO—could we have community members or grandparents in the schools instead of SROs? Why do students in schools need to be “policed?”

Have young people come to RJ Workgroup. Compensate them. Provide a letter to their school that indicates that they participated. Don’t put too much on them right now. Give them the space to come and speak if they want. Must be a space that is safe from “school ears” hearing.

“Oasis” conversation: collaborate with other groups doing similar work so we coordinate on what happened in each meeting. Have a means to collect all the thoughts that come out of these meetings so we can take action as a group.

Idea of an international festival in Franklin County to ensure people feel welcome.

Community Action used to do the Stand Together Against Racism Barbecue at Greenfield Swimming Area. Could we resurrect that?

How to bring about more cultural awareness?

August 23, 2023

Present: Shaundell, Matt, Rachel, Kat, Amanda M., Keyedrya, Lee, Jenna

Discussion about Racial Justice Workgroup section in CTC Community Action Plan.

Re: SRO—could we have community members or grandparents in the schools instead of SROs? Why do students in schools need to be “policed?”

Have young people come to RJ Workgroup. Compensate them. Provide a letter to their school that indicates that they participated. Don’t put too much on them right now. Give them the space to come and speak if they want. Must be a space that is safe from “school ears” hearing.

Safe Space conversation: collaborate with other groups doing similar work so we coordinate on what happened in each meeting. Have a means to collect all the thoughts that come out of these meetings so we can take action as a group.

Idea of an international festival in Franklin County to ensure people feel welcome.

Community Action used to do the Stand Together Against Racism Barbecue at Greenfield Swimming Area. Could we resurrect that?

How to bring about more cultural awareness?

Shaundell will send links for trainings in September.

Next meeting? September ?

July 12th, 2023

Present: Shaundell, Matt, Rachel, Leigh-Ellen, Amanda W., Katri, Kat

Follow-up Event: Potluck on July 27th @ 4:30 PM (Rachel's House)

Matt (Drinks), Shaundel (Macaroni Salad, Wine), Rachel (Hot-dogs & Buns)

No Rain Date: Bring a raincoat, umbrella (tents will be available)

People should reach out to Rachel's for the address if they are planning on coming

- Advancing Racial Justice Workgroup in Schools Grant Report (Leigh-Ellen)

https://docs.google.com/document/d/18foY186ssNpzX9cVeOZIRSJgHncgJvBc6_TYFJWQwbo/edit?usp=sharing

- Policy Change & Practice (schools interested in moving forward with that)
- Report on disparity in school discipline for white vs nonwhite students
- Should we look into more follow-up with the schools about this specific report about their school demographics and their data?
- Is there an opportunity to collaborate with Shaundell's group on that? (Any training opportunities need to be thought of from a school-environment point of view or context).

- We could have a bigger group meeting on this for our next meeting (send out the report in advance so people can brainstorm questions before the meeting).
- Feedback on the question “What, from your perspective, are your top concerns about race/ethnicity in school?”
 - Lack of faculty/staff of color, students feel unsupported
- Kid of color automatically becomes the kid who makes the trouble (kids on bus being targeted as troublemakers, even though other kids are fighting)
- Kids learning things in school that are historically accurate
 - Who creates the content of what kids are learning?
- Access to the same opportunities
- Discipline disparities (dress codes)

CTC Racial Justice Workgroup Notes

June 14th, 2023

Present: Shaundell, Matt, Rachel, Leigh-Ellen, Amanda, Julia P. (Community Legal Aid), Karin

Follow-up Event: June 28th @ 3:30 PM (

Leigh-Ellen will reach out to the Joy & Justice Group from the CES Collaborative

Haitian Immigrants in Greenfield

- Currently at the Rodeway Inn Hotel
- What do they need?
 - Toys, clothes, ...?

Service Net is the coordinating agency working with the group

Erin Forbush from Servicenet will be at the meeting tomorrow (June 15th) to present at the FRCN meeting tomorrow.

<https://us02web.zoom.us/j/84119464346?pwd=eG5hU2JuL0YyamJ2RWEwcXdQWmh3dz09>

Regional School Health Task Force Report (Leigh Ellen)

Working with Gill-Montague Regional School District, interest from Four Rivers, Frontier. Work is moving in a slightly different direction to look at the disparities when it comes to mental health, restorative justice practices, etc.)

Leigh-Ellen offered to do a presentation for the whole group in one of our group meetings.

Summer In-Person Gathering

Thursday July 27th at 4:30pm?

Next RJW Group Meeting

July 12th 3:30pm-5pm

May 11th, 2023

Present: Shaundell, Matt, Rachel, Leigh-Ellen, Kat, Lee

- RJW should meet 2 weeks prior to iron out last details
 - Proposing May 11th 4:30p-5:30p as a Workgroup
 - guiding questions:
 - ie. prompts, circle discussion, setup norms, our own exps, ect.

- RJW Ice-Breaker (Who do you look up to right now in the SJ Movement?)
- Lee suggests an opening prompt rooted in joy/celebration/excellence
- Circle Discussion/Question
 - What ways do you feel seen or unseen at work? (Leigh-Ellen)
 - How can this group support you in your workplace?(Lee)
 - What type of DEI trainings are offered at your workplace? (Shaundell) And what trainings do you think you need yourself?
 - What are you hearing from the young folks you work with or around you? What are some common themes/topics are you noticing?
 - Trends of recurring or continuous events. Some patterns are more easily noticeable than others (some are above the water line and others are hidden beneath it). We can either ignore the patterns or anticipate the trends.
 - *What is/are the pattern(s)?*
 - *What are the impacts on different racial (and other) groups?*
 - *Who is benefitting from these patterns? How?*
 - *Who is hurt the most by these patterns?*
- *Norms (Lee)*
 - Who is inviting who? (everyone is sending out personal invites)
 - Facilitators (Lee)
 - Chat (Matt will monitor the chat)
- Shaundell's Email Invitation Note:

The Communities that Care Coalition's Racial Justice Workgroup would like to engage, empower, and motivate the People of Color that work in Franklin County and North Quabbin. It is important that the BIPOC community feel that they are working in an inclusive environment, but this is rarely the case for many folks. The RJW would like to invite BIPOC community members to converse and share their experiences in an in-community space.

- We should plan to reach out individually to other BIPOC folks we want to invite to the event.

05/15/2023:

Shaundell sent invite script to Lee, Matt, Keyedrya, Leigh-Ellen, and Karin to send out.

Event Planning Subcommittee Meetings

April 17, 2023

Present: Shaundell, Matt, Lee

Topics:

- There are no meetings on the calendar
 - Propose to continue meeting the fourth Wednesday from 3:30p-5p.
 - Sub-committees can decide to meet and the frequency
 - Co-chairs will meet prior to the proposed regularly scheduled meeting to review agenda and key objectives.
- Need for the “Safe Space Event”
 - Events within our school system
 - Invite people within our circles by mouth first
 - then provide Kat and Rachel Emails to follow up with official zoom info
 - Proposing May 24th from 3:30-5p for “Safe Space”-Name of event below

Date & Time for the Event:

- May 24th 2023, From 3:30p - 5:00p

Location for the Event:

- Virtual

Invitations for the Event:

- Invite people largely individually.
- Who will reach out to who:
 - Matt will reach out to _____
 - Shaundell will reach out to _____
 - Leigh-Ellen will reach out to _____
 - Keyedrya will reach out to _____
 - Lee will reach out to _____
 - Karin will reach to _____

- Shaundell’s Email Invitation Note:

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- RJW should meet 2 weeks prior to iron out last details
 - Proposing May 11th 4:30p-5:30p as a Workgroup
 - guiding questions:
 - ie. prompts, circle discussion, setup norms, our own exps, ect.

- RJW Ice-Breaker (Who do you look up to right now in the SJ Movement?)
 - Lee suggests an opening prompt rooted in joy/celebration/excellence
 - Circle Discussion/Question
 - What ways do you feel seen or unseen at work? (Leigh-Ellen)
 - How can this group support you in your workplace?(Lee)
 - What type of DEI trainings are offered at your workplace? (Shaundell) And what trainings do you think you need yourself?
 - What are you hearing from the young folks you work with or around you? What are some common themes/topics are you noticing?
 - Trends of recurring or continuous events. Some patterns are more easily noticeable than others (some are above the water line and others are hidden beneath it). We can either ignore the patterns or anticipate the trends.
 - *What is/are the pattern(s)?*
 - *What are the impacts on different racial (and other) groups?*
 - *Who is benefitting from these patterns? How?*
 - *Who is hurt the most by these patterns?*
 - Norms (Lee)
 - Who is inviting who? (everyone is sending out personal invites)
 - Facilitators (Lee)
 - Chat (Matt will monitor the chat)

March 15, 2023

Event Planning Subcommittee Meeting

Present: Shaundell, Matt (& Maddie & Max), Leigh-Ellen (& Charlie & Caroline), Rachel, Kat

Goal/Hopes of the Event:

- Offer an in-community space to connect and relax
- Safe space for people of color to share their experiences with racism in the workplace
- **Potential follow-up:** if people want to share their experiences in some format back out with the community the RJW and/or Traci Talbert could help support this in some format.

Name of the Event:

- Conversation about Workplace Culture in Franklin County: How micro and macro-aggressions affect the workplace environment for people of color

Audience for the Event:

- People of color in Franklin County / North Quabbin Workplaces
- Decided NOT to share back to white people in FC/NQ workplaces from this event, though that could potentially be another event

Date & Time for the Event:

- Use RJW Standing Meeting Time 4-5:30pm on a Wednesday (April 26th, May 3rd or May 10th)
- Avoid May 17 because of (hopefully) CTC Decolonization Workshop at Ohketeau Cultural Center

Location for the Event:

- Virtual

Invitations for the Event:

- Invite people largely individually.
- Who will reach out to who:
 - Matt will reach out to _____
 - Shaundell will reach out to _____
 - Leigh-Ellen will reach out to _____
 - Keyedrya will reach out to _____
 -
- Shaundell's Email Invitation Note:

The Communities that Care Coalition's Racial Justice Workgroup would like to engage, empower, and motivate the People of Color that work in Franklin County and North Quabbin. It is important that the BIPOC community feel that they are working in an inclusive environment, but this is rarely the case for many folks. The RJW would like to invite BIPOC community members to converse and share their experiences in an in-community space.

Accessibility Considerations:

- Translation?

Questions to answer:

- What date?
- How are we sharing information about the event?
- Should we make a flyer? Or are we keeping it primarily personal invitations?
- How do we want to plan to follow up with people? It's possible that a lot of feelings might surface during this conversation...maybe we want to think about a circle back plan just in case?

- What will be the format for the event?

Next steps:

- Matt will reach out to Shaundell and Lee and share these notes and talk about what the next steps are.
- The Co-Chairs will decide whether they want to hold another meeting with staff on March 22nd. Staff are available for logistical support as requested!!

CTC Racial Justice Workgroup Notes

January 11, 2023

Present: Matt, Rachel, Amanda M. , Katri, Keyedrya, Shaundell, Karin

CTC Racial Justice workgroup Agenda 01/11/2023

- Welcome
- Review Last meeting minutes below
- Plan for 3 part Series led by a subcommittee of this workgroup
 - Subcommittee volunteers? Rachel, Katri, and Amanda
- A session specifically for employers
 - We talked about collaborating with Traci and the Welcoming & Belonging group to host a conversation with those involved in the group. preferably a smaller group for attendance to allow more heartfelt conversations
- safe space for people to share their experiences
 - Provide written/recorded testimonies
- Plan a summit
 - Invite 22News

Updates

Next Meeting: February 15th, 2023 @4pm

CTC Racial Justice Workgroup Notes

December 7, 2022

Present: Kat, Rachel, Amanda M. , Katri, Matt, Nancy Alvarado, Keyedrya

Agenda:

Plan an Implicit Bias Cultural Conversation (an event and conversation, not a training!!!!)

What is the Goal? To give people of color space to have a conversation about their experience of microaggression in the workplace. Want some action to come out of this. Provide information back to workplaces and the Welcoming and Belonging Group (run by Traci Talbert of the Community Development Corporation...working on a Racial Justice Reflection Tool for workplaces in area). We want to make sure that white people are being held accountable for making positive changes and not adding to the problem. Not a checkbox to check off, an opportunity to spark real change. White people need to be whistleblowers and allies.

Where to Hold Conversation? In person could be better than remote; office or home setting? Allen Conference Room in Transit Center is available for this.

Who is the Audience? People of Color in the workplace in Franklin County and the North Quabbin.

Format? Leigh-Ellen suggests some sort of a circle process. Suggestion of a story walk. Ask white people to talk about steps that their workplaces have taken. Keyedrya suggests that white people doing the work need to speak to other white people in positions of power on behalf of people of color. Matt envisions more of a safe space where people can share their experiences with each other, and if action steps came out of that that could be a bonus. Having white people in that space could be counterproductive. Maybe two separate events. One where people of color can speak freely and one where white folks hear/talk/learn more about microaggressions. Shaundell and Amanda echo the importance of bringing this conversation to/back to the school districts - Amanda would really like to work on this. Katri suggests that the first meeting would probably need to be an affinity space (no white people present). Then that group would decide how and when those stories are shared, with whom (allies) they're shared

Discussion about how to have conversations about workplace micro- and macro-aggressions and how workplaces can say they are working for racial justice and then do the opposite.

A series of conversations?

Tim can keep himself safe (so he can stand up in situations in ways that folks who are not white men cannot).

How can we whistle-blow safely?

If we are going to talk about it we have to BE about it!

White people need to be telling these stories—they do not have enough vulnerability. White people need to stand in a room and say they have heard about these situations.

White people move white emotions!

Idea for two separate events:

- 1) In which folks of color can share freely and safely
- 2) A guided discussion in which white folks talk with other white folks about what is happening in workplaces

Amanda would like to see a discussion like this in school districts as well.

Not a big ask to ask allies in the community to be involved in this.

- People working in the community
- Parents of youth in the community
- Youth in the community

The space needs to be a safe place

There needs to be work on the other side too, regarding how community resources treat people as well (like social services orgs, doctors offices, etc.)

There are actors, allies (and one more word that I didn't catch)

1st conversation: folks of color use this space (CTC RJ workgroup meetings) to have a discussion amongst themselves. Reach out to other folks of color who may want to attend.

2nd conversation: Possibly work with the Welcoming and Belonging group (Traci Talbert) to organize a discussion with mostly white folks.

1st meeting could be an affinity space for workers of color—no white folks present. That group gets to decide how/when the stories they discuss are shared and with whom.

Everyone in the CTC RJ workgroup can be involved in planning these. Next meeting will be January 11 from 4-5:30. Rachel will send out the invitation once the co-chairs have met and decided on agenda.

Race to Be Human Video Screening Possibility

(<https://www.indieflix.com/foundation/race-to-be-human>)

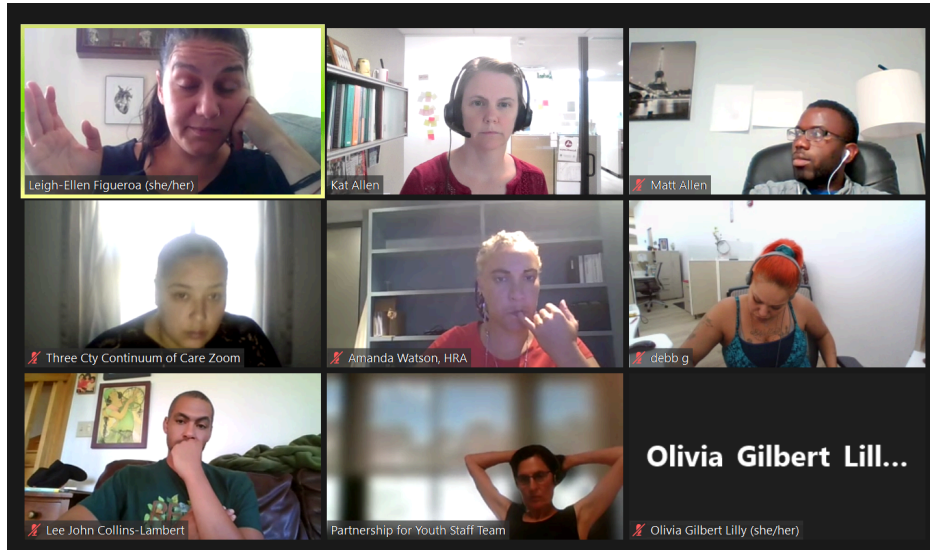
Decolonization Workshop with Rhonda Anderson from Ohketeau Cultural Center

(<https://www.ohketeau.org/>)

CTC Racial Justice Workgroup Notes

Wednesday, August 31, 2022

Present: Shaundell Diaz, Lee Collins-Lambert, Matt Allen, Kat Allen, Rachel Stoler, Leigh-Ellen Figueroa, Debbie Gonzalez, Amanda Watson



Update on Advancing Racial Justice in Schools Report:

Leigh-Ellen and Keyedrya will present the final report at the CHIP meeting next week (Sept 7, 11-12:30, you will get an invitation from Jen Audley).

Then Leigh-Ellen will start to follow-up with schools about what they said they want to do.

One of the things schools said they wanted to do is have a regional network. Should we link onto the Collaborative for Educational Services (CES)'s already running group and/or the Collaborative Resolutions Group (CRG)'s Professional Learning Community (PLC)?

Shaundell asks if there is any required training for teachers. Lee says no, we're far from that.

Leigh-Ellen gives example of teacher evaluation system that every public school has to use...has three questions on culturally responsive teaching that they can choose to use or not. Students answer these questions about their teachers and their contracts get based on this. Gill-Montague is using

these optional questions. Are other schools? Can we move schools in the direction of using these?

Leigh-Ellen: The next step is for us to find, what are some other points of leverage or concrete systems-change priorities that we can set to move the needle on racial justice in schools?

Lee feels that there needs to be a large, funded event to celebrate all the things that young people have done to help young people over the last couple of years. The Grammy's of Racial Justice Work. Matt agrees and feels like reserving the majority of the time for networking and celebrating.

Rachel mentions that the Youth Conference (run by youth for youth) that had been running for 20+ years has been dormant for a couple of years. Megan from the Brick House has recently expressed some interest in reviving this.

Leigh-Ellen shares that the people at more of an entry level to racial justice work spoke about the need to talk about slavery and struggle. People who have been more involved in racial justice work spoke about the need for celebration and joy and excellence.

Kat mentions that the Traprock Peace Center and Interfaith Council give Peacemaker Awards each year, the Recorder has a 16-page Youth Recognition Insert and has the Youth Citizen of the Year Award - can we ask them to focus on youth of color and/or youth working on advancing racial justice.

Full Coalition Meeting - our thoughts and your feedback

Safe and Healthy Schools Summit 2022 - *Supporting Schools in Seeking Racial Healing in Polarizing Times* - November 17, 8:30-2:30 @ Log Cabin in Holyoke

Youth Action Board - update from Shaundell

Have been reviewing the CC Plan (Community Something Plan

https://www.threecountycoc.communityaction.us/files/ugd/67ac38_a205

[5e6d668c4ed1bfaaebd78ab76420.pdf?index=true](https://drive.google.com/file/d/5e6d668c4ed1bfaaebd78ab76420.pdf?index=true))- there's a lot of stuff that has to do with racial justice in the plan.

Meeting Schedule - Do we want biweekly? monthly?

Wednesday, July 27th, 2022

Present: Shaundell Diaz, Lee Collins-Lambert, Matt Allen, Kat Allen, Rachel Stoler (notetaker)

Stand Up Re-Boot (Lee):

Input into CCP (Shaundell): During YYA Committee YAB specified partnering with CTC to connect under the Advancing Racial Justice in Schools grant with Youth under 18, as a result of the CCP

CCP = Coordinated Community Plan for addressing youth and young adult homelessness

Shaundell can connect with Leigh-Ellen to get contacts for school staff who can help.

And connect with Leigh-Ellen to have her present How Schools are advancing presentation below to YYA Committee.

YYA Financial Literacy Training (Shaundell): 11 youth attended. Offered \$25 gift certificates. Wayfinders wants CoC to do this quarterly. Will need help spreading the word and finding youth to attend.

YAB creating an Anti-Retaliation Policy (Shaundell): Who can youth in one of the youth homeless demonstration projects has a complaint, who can they complain to and how to be sure there's no retaliation.

Regional Snapshot of Racial Justice in Schools (Kat):

Report:

<https://drive.google.com/file/d/1-u2dW0sW9SY3Rtf8m86kkPABgbi65bFP/view>

Leigh-Ellen's Presentation:

https://docs.google.com/presentation/d/1kCrmlzU4rEU0Ys4u1Vr6UC2x0dS KKrl_CkJfd7QJgS0/edit?usp=sharing

Restorative Practices in Schools & Contract with CRG

Lee shared card from www.iirp.edu

Lee: These practices are REALLY hard if you don't have a diverse (particularly racially diverse) group of staff

Youth Health Survey presentations to schools: Matt is interested in potentially being involved in meetings or other ways to connect with the schools. He is interested in connecting with Nick about the possibility of getting a few questions about youth and work onto the 2023 survey. Shaundell is interested in having a presentation on the survey data for the YAB sometime in the fall.

CTC Racial Justice Workgroup Notes

Wednesday, June 29th, 2022

Present: Shaundell Diaz, Matt Allen, Kat Allen (notetaker)

Review of Community Conversation w/Lisa Markland

- How did things go? What feedback did we hear from people?
 - Hybrid was slightly cumbersome, but worked out.
 - Lisa Markland was great
 - 7 kids in childcare - DO THIS AGAIN!
 - One person used interpreter (& interpreter loved coalition) - do this again!

Workgroup Organizational Logistics

- Matt transferred ownership of the Google folder to pfyfrkog@gmail.com.
- Kat will request ownership of google doc of minutes from Lee.
- Shaundell will update google doc of minutes after vacation.
- Kat will post link to google doc of minutes on webpage.
- Rachel provides updated workgroup email list to Shaundell.

Next Meeting:

- **Wednesday July 27th**

Tuesday, December 14th, 2021

Agenda

1. **Introductions –**

Icebreaker: Would you rather live without heat and AC or live without social media?

2. **IEP workshop**

- **How did it go?** Most thought it went well.
- **How many attended?** There were about 4 people on YouTube Live and about 10 on Facebook Live. There are currently 16 views on YouTube as of now.

Krystal's story really resonated with some of the rest of the parents to relate to. She let Kat and Keyedrya know that she appreciated the opportunity to share her stories during the event.

Should we plan to offer this event again?

The feedback is that it's very helpful. We can share the recording of the event in the meantime to interested folks and plan to offer another session again in the Spring of 2022.

Also plan to reach out to schools' SEPAC (parents group that advocate for special-ed students) next time.

<https://www.spedchildmass.com/special-education-sepac-massachusetts/>

Adjustments For Next Time

- Participants could not ask questions on the YouTube Live stream. That was in response to a previous incident on the platform.
- Maybe next time invite parents/PEER ambassadors to speak and have more of a dialogue instead of a presentation.
- We could write a blurb summarizing the event along with a link that could be posted on CTC's Racial Justice Workgroup's website.
- Provide a feedback survey at the end of the event to gather feedback on the event went, if participants got their questions answered, etc.
- How can we know this information is getting back to the schools?
- Reach out to LSP, OT, Speech & Language therapists, or school admin to participate in the event

Has anyone sent a thank you to the Support Network and to GCTV?

Thank You-Notes to be sent to Nick at GCTV, Support Network and Krystal (Keyedrya will coordinate a date to sign-up the cards)

3. Follow up on Student/Parent/School staff Survey

4. Focus Groups in the schools (DELAYED)

- Follow up on Focus groups. This hasn't happened yet (organization that was supposed to do that has backed out

Leigh-Ellen will follow-up on that.

5. Education Town Hall: **Putting a pause to really think about this**

6. New Topics:

- Advancing Racial Justice In Schools Data Survey (Rachel)
- CTC published in the Stanford Social Innovation Review journal
https://ssir.org/articles/entry/centering_racial_justice_and_grassroots_ownership_in_collective_impact?utm_source=newsletter&utm_medium=email&utm_content=Read%20the%20Article&utm_campaign=CIF2021129CTCSSIR
- MLK DAY January 17th, 2022 (Any event planned for youths in the area?)
 - ★ Keyedrya mentioned the possibility of organizing a silent protest.
 - ★ Timothy mentioned maybe doing an outdoor exhibition that people could walk through
 - ★ Kat mentioned if we could combine both events to happen around the Greenfield Commons.
 - ★ Could we host that at a local school since schools have that day off?
 - ★ Could we help support a youth organization to do something(maybe offer a support grant?) Keyedrya will check-in with Lydia (Community Action) on that
 - ★ Since we might not have enough time to plan an event this year, could we use our first meeting of the year to plan one for MLK Day 2023 or plan an event for Black History Month.

7. Next Meeting:

The next meeting is scheduled for the 28th, in lieu of the upcoming Holidays, does it make sense to cancel this meeting, and hold the next on its regularly scheduled Tuesday?

We'll plan to skip the next meeting during the holiday break.

January 11th

November 4th, 2021

Agenda

1. Introductions –

Present: Leigh Ellen F; Rachel S; Keyedrya J; Shaundell D; Timothy R-B; Kat A; Karin A;

Icebreaker: What is something, right now, that is not sitting well with you from the media?

2. Focus Groups in the schools

- Follow up on Focus groups.

3. Follow up on Student/Parent/School staff Survey

4. Reading IEP workshop

- Next Steps
- What still needs to be done.

5. Education Town Hall: **Putting a pause to really think about this**

6. Next Meeting:

- **November 18th**

October 21, 2021 IEP Forum Planning

Planning IEP forum:

- We will give Ryan the basic info so he can create the flyer with some students
- We will propose meeting with Margery/Jan/Shawna on Monday 11/8 at 3:00
- Lee can identify students who may want to work with Ryan on flyer (Lee has two students in mind) or Glen Franklin can identify some
- Matt will work on registration, including a space for participants to pose their questions--nothing too personal since the questions are for everyone to hear the answers to
<https://docs.google.com/forms/d/e/1FAIpQLScvn3darFOa2dZO9Esh6FcJ8XSdJ3wG6yqaNLZGp9dSm-AJDA/viewform>
- Proposed title: A Community Conversation on Education: IEPs-- Knowing Your Rights!
- Is it worth changing the group meeting date(s) and time?
 - (Matt and Lee unable to attend Thursday evening meetings due schedule conflicts)
 - Would Tuesday evenings work for most people?
-

October 18th, 2021

Meeting w/The Support Network and members of the Racial Justice Workgroup

Present: Shaundell, Lee, Rachel, Karin, Leigh-Ellen, Margery, Jan, and Shawna

Presentation/Training/Workshop on IEPs with the Support Network:

- Explained to Margery what information that the group would like to provide to the community.
- Catchment will be Franklin and Quabbin Families

- The event should not be titled as a “Training”, it should be something like, “A Community Conversation on Education: IEP’s, Knowing your Rights!”
- Lee mentioned that the hope is to gage parents, students, and educators in the community, and have this be a start to gathering information, to see what else they have questions about.
 - and then creating more town hall’s. or conversations that stem from that information gathered.
- Margery mentioned that a simple explanation on the difference between IEP and a 504, is not a good starting point.
 - Parents need to know how to get there, process, and rights.
- Conversation needs to include Social Justice Dialogue
- Jan mentioned streamlining questions that may have personal information out, to provide more direct, general information.
- Making sure to allow space for parents and students to ask their questions in the registration.
- Jan mentioned that there are some students that do not need IEP, they could benefit from Title 1 services, or accommodations, so making sure that the conversation includes this.
 - Important for parents to know to keep records of conversations with Education staff, basically a running log.
- There will be a conversation about the differences between an IEP, 504, and Title 1 services towards the end of the conversation.
- **PLAN:**
 - “Community Conversation”
 - will be held on Thursday December 9th from 5p-6:30p
 - families that can not make this event will also have a chance to participate on Saturday December 11th
 - the time will be adjusted to the availability of GCTV, Jan is flexible.
 - This will give us enough time to:
 - create a flyer
 - create a registration form with space for questions
 - promote, Promote, PROMOTE!!!!!!

October 14th, 2021

Present: Shaundell, Matt, Keyedrya (welcome back from maternity leave!), Lee, Kat (note-taker)

Presentation/Training/Workshop on IEPs with the Support Network:

- Perhaps combine some training in how to read an IEP with discussion and Q&A
- Also include: Why would you want an IEP for your kid? What are pros and cons (resources/labeling)? Why would schools be resistant? What is a 504 plan and how is that different from an IEP
- How do we want to deal with questions that are really specific to individuals?
- Record it!
- Figure out date on Monday with The Support Network
- Rachel volunteered to put together a registration form and have a place for people to put in questions in advance. Maybe we could schedule meetings or get intake information through this registration. We can ask the Support Network about this on Monday.
- Maybe: ½ hour of training/presentation, then ½ hour of Q&A/discussion, then invite people to put more individualized questions in chat and schedule meetings with Support Network staff.
- Maybe we need an hour and a half!! Can people who need to leave early get their questions
- Do we want to hold this event twice? Or once with a follow-up?
- Advertise through Franklin County Resource Network and North Quabbin Community Coalition.
- Who is our target audience? People of color? No - group wants this event to be open to all...all kids and families need help with IEP advocacy! Maybe (since this event is sponsored by the Racial Justice Workgroup) start with some facts/stats about racial equity in labeling, resources, stigma, and discipline when it comes to special education? Who has this information?

Leigh-Ellen Figueroa: Starts on Monday Full-Time as Health and Equity Programs Coordinator. Will work on Advancing Racial Justice in Schools project (and others). Thank you to Anitra, Lee, Keyedrya, Sarah Patton for consulting as de-facto hiring committee!

Racial Justice Workgroup Mailing List: LOTS of people on the mailing list for this group who never come. They can stay up to date by reading minutes from the website. Co-Chairs will send individual emails to folks who are on the mailing list who are not coming to meetings. Kat/Rachel will draft this to send to co-chairs for them to edit as they see fit and send out.

October 7th, 2021

Agenda

1. Introductions: What is your favorite movie?
2. IEP Forum (plan in 9/23 meeting notes)
 - a. Target date pushed back to Nov 4, 2021
 - i. Panelists
 - ii. Format/agenda
 - iii. Outreach plan
 - iv. we facilitating or do we bring in a ringer
3. Media outreach to FC youth
 - a. Ryan and Lee emailing(Ryan “back in action” on 10/13)
4. StandUp! group in danger of not continuing because of low involvement. What can this group do to support?
5. Where are we with...
 - a. Focus groups in schools
 - b. Student/parent/staff survey

CTC Racial Justice Workgroup Agenda

Thursday, September 23rd, 2021

Agenda

1. **Introductions –**
 - Icebreaker: What is your favorite movie?
2. **Catching up and making plans for our next steps.**
3. **Focus Groups in the schools**
 - Follow up on Focus groups.
4. **Follow up on Student/Parent/School staff Survey**
5. **Education Town Hall: **Putting a pause to really think about this****
 - **What is our next step to making any of this a reality?**
 - What is our target
 - i. The hiring of POC
 - ii. Zoning/Redistricting
 - iii. Curriculum
 - iv. Convening of Committees
 1. Advisory group working on Racial Justice
 - v. Discipline in the schools
 - vi. Roll-call
 1. Social minded
 2. Socially-rationally
 - vii. Student representation
 - viii. Accountability
 - ix. Strengthening small advocacy groups
 - x. (There is a need to gage the community with a survey to see what they want to know about)
 1. Lee:
 - a. Will make survey in google form
 - i. For parents and students
 - Who do we want at the table
 - i. Jen

- ii. Phoebe (CHIP)
 - iii. SAGE (Teen Health Survey)
 - iv. Stacy Parsons (McKinney Vento Liaison)
 - v. YAB (Peer Ambassador)
- Where do we want this to go/outcome
 - i. Include whole Education system in Franklin County
- When do we want to hold it
 - i. August
 - 1. This month is out due to it being around the corner
 - ii. September
 - 1. Possibility
 - a. Sept 16th
 - b. Go every 2 weeks
 - iii. October
 - 1. Possibility
 - a. Works better all around
 - b. After that and look @ Town hall
 - i. October 28th or Nov 4th after 5p
 - ii. Or maybe a Saturday Afternoon
 - 1. 6th, 16th, 23rd from 1-3p
- How are we going to do it
 - i. Finalize
 - 1. Gage the community leading up to the event:
 - a. Art competition/poetry competition
 - b. Announce winner
 - c. Offer prizes
 - 2. Team up w/the Library
 - a. Compile into book
 - b. Don't promise anything

6. Next Meeting:

- **October 7th**
 - i. We will resume our bi-weekly meetings

