

## Minutes

### REGULAR MEETING OF THE CITY OF GOSHEN COMMUNITY RELATIONS COMMISSION

Tuesday, December 10, 2019 - 7pm.

Goshen City ANNEX CONFERENCE ROOM, 204 E. JEFFERSON ST.

The CRC serves Goshen by developing programs and policies that aim for a city without racism or discrimination of any kind, and build capacity for creative problem solving, resiliency, understanding, and compassion among the diverse people in our community.

CRC members present: Glenn Null, Evan Miller, Sreekala Rajagopalan, Michele Fanfair-Steury, AJ Delgadillo, Don Brown, Judith Davis, Cathie Cripe and Youth Advisor Simon Hertzler Gascho; CRC members absent: Yolo Lopez DeMarco

Others present: Darin Short, CRC consultant; Julia King, City Council Liaison

1. Call to Order & Opening
  - a. Review of the CRC Mission and Principles
  - b. Introduction of visitors
  - c. Review the agenda
  - d. Review CRC Visitor Policy
2. For the Good of the CRC (public comment) – A community member came as a result of and with support for community conversations with Goshen Schools. She also shared her experience as a person of color and working in Goshen. Krista Kauffman (GMS teacher) also shared about student writings on the topic of “what could improve Goshen” and how the CRC can be involved during the month of January. A subcommittee and Krista will share about these items in February.
3. November minutes were accepted.
4. Discussion around Governance and the use of Robert’s Rules and alternatives.

Evan moved, without objection, the discussion of by stander training to this point in the agenda

Review of Bystander Training was completed and a proposal to facilitate additional by stander trainings from Nicole Bauman was discussed.

Don moved that the training proposal be revised to state that there will be a four (4) hour version of this training made available to the public, Sreekala seconded; Don amended motion to offer two (2) four (4) hour versions of the training and to include/invite other diverse cultures and organizations to participate, Sreekala seconded amendment, amendment passed unanimously (Sreekala left meeting early and did not vote). Don’s original motion as amended passed unanimously.

AJ moved to re-instate previous subcommittee, Michele seconded, passed unanimously.

Cathie moved to approve Nicole's proposal but to increase the compensation to \$1,500 for two trainings plus the additional \$1,200 (i.e., 6 additional hours for each of the two trainings) to help coordinate with the subcommittee, Judith seconded; Judith moved to amend the motion to cap each training at 25 participants, Cathie seconded; amendment approved unanimously (Cathie stepped out momentarily and did not vote); Cathie's motion as amended was approved unanimously.

9:28 – recessed called for 5 minutes

9:33 – meeting reconvened

Judith Moved to approve an additional \$400 in compensation for Nicole for the Nov. 21 training, Don seconded, approved unanimously.

5. CRC Conversation - Don moved to postpone this agenda item until the next meeting, Cathie seconded, motion did not pass. Glenn moved that this conversation be held during a CRC retreat during 2020, motion did not receive a second. AJ moved that he or Michele will lead a 10 min opening at every meeting for the next 3 meetings that will help the CRC build community and get to know each other, Michele seconded; motion approved by a vote of 6 – 1.
6. Unfinished Business:
  - Meeting Survey results
  - Taste of Goshen subcommittee report and action – Michele reported the subcommittee has a desire that the CRC still does something along the lines of fusion/diversity/fun/music/entertainment during 2020. This will be discussed further during the February CRC meeting.
  - Community Conversations
    - Reviewed October and November reports, follow up comments from November meeting were offered.
    - Update on October Meeting follow-up – nothing presented
    - Determined that November meeting follow-up plan was not necessary
    - Preparations for 2020 meetings were discussed
  - Proposal for Intercultural Conflict Styles Training was offered by Darin – Michele moved to accept proposal, Cathie seconded, motion did not pass.
7. Reports and Statistics
8. Treasurer's report was presented
9. New Business
  - Process for selecting CRC officers for 2020 – Glenn moved to appoint a subcommittee of 4 persons, AJ seconded, motion approved unanimously; Don, Michele, Glenn and AJ will serve on the subcommittee by unanimous consent.
  - Beat of your own drum (Michele's idea) – will be discussed at next meeting
  - NAACP MLK Day opportunity – Cathie moved to form a subcommittee to serve as challenge judges for the MLK Challenge and the subcommittee will include Cathie,

Judith and Evan and they will be enabled to work independently of the CRC as a whole because of the timing, Judith seconded, passed unanimously.

10. Announcements by CRC members, closing comments, reflections on the meeting

Adjournment 10:40.

**Attention: CRC**

**Re: RFP for Two Additional Bystander Trainings in 2020**

**Dec. 5, 2019**

*Proposal*

As requested, in 2020 I'd deliver two 3-hr trainings (*note this is longer than the initial training, as per feedback*), similar to the one I delivered on Nov. 21, 2019, locations TBD.

*Expected compensation*

For the delivery of the two trainings, I would charge \$600 each, for a total of \$1,200.

This amount does not include consultation with the CRC Bystander Training Subcommittee to determine audience, adapt training content, or coordinate logistics with the hosting organization.

If this type of consultation is also desired, I would propose the following additional budget:

- 2 hours in communication with with Subcommittee
- 2 hours in communication with the hosting organization to adapt content
- 2 hours coordinating logistics

Total: \$600 per training, \$1,200 total, in addition to the above noted \$1,200 for the trainings themselves.

I'd be glad to adjust this additional budget in conversation with the CRC, depending on the capacity of the Subcommittee to coordinate the offerings of these trainings. This is my best guess if I were to have basic involvement in the process, but could imagine this being more or less time as needed.

I would bill any additional time not outlined in this budget at my hourly rate of \$100.

Thank you for considering this proposal! I look forward to hearing from you.

Sincerely,  
Nicole Bauman  
574-312-9261  
nicoleocbauman@gmail.com