

AGENDA

REGULAR MEETING OF THE CITY OF GOSHEN COMMUNITY RELATIONS COMMISSION

Monday, July 12, 2021 – 7p.m.

Goshen City Council Chamber - **111 East Jefferson St.**

This meeting will be held via zoom.



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 Principles:

- *Honor the dignity of each person and each person's rights*
- *Listen to the diverse voices of the community*
- *Constructive communication and engagement*
- *Honesty, truthfulness, and integrity*
- *Promote a community that is safe for all*
- *Acknowledge and accept the challenge of change—that it may have both positive and negative consequences*
- *Promote the acceptance of differences*
- *Promote equality and freedom from discrimination*

CRC members

Commissioners: Don Brown, Judith Davis, Cathie Cripe, Ed Groff, Glenn Null, Sreekala

Rajagopalan, Michele Fanfair-Steury, Malik Cato

Community Relations Director: AJ Delgadillo

City Council Liaison: Megan Eichorn

Call to Order & Opening

Review Minutes from June 14, 2021 & Treasurer's Report

Review of the CRC Mission and Principles

Introduction of CRC members and visitors

Review the agenda

Getting Comfortable: CRC Community Building

New Business

1. Intercultural Competency Training Proposal Dr. Riley
2. Scheduling Retreat

For the Good of CRC- Community Comment

Reports and Statistics

1. Treasurer's Report
2. Council Liaison Report
3. Director's Report
4. Subcommittee Reports

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

Adjourn

MINUTES

REGULAR MEETING OF THE CITY OF GOSHEN COMMUNITY RELATIONS COMMISSION

Monday, June 14, 2021–7 p.m.

Goshen City Council Chambers, 111 E. Jefferson St.; Zoom



PRESENT: Don Brown, Cathie Cripe, Glenn Null, Ed Groff, Michele Fanfair-Steury, Judith Davis, and Malik Cato.

On Zoom: Sreekala Rajagopalan

ALSO PRESENT: AJ Delgadillo (CRC Director), Megan Eichorn (Council Liaison)

The meeting was called to Order (7:04 pm)

Review Minutes from May 11, 2021 – **Review Minutes from May 11, 2021 – a motion was made to amend the minutes from May 11, to add Don Brown as an attendee. (Approved unanimously)**

Review of the CRC Mission and Principles – Read aloud

Introduction of CRC members and visitors – Visitors Mr. Dan Shenk, Mr. Lee Roy Berry, and Mr. Allen Kauffman, and Mayor Jeremy Stutsman. Introductions were announced.

Review the agenda – Motion to approve minutes by Glenn Null, second by Sreekala Rajagopalan. **(Approved unanimously)**

Getting Comfortable: CRC Community Building (AJ) – What’s something that makes you want to be a better person? **General discussion completed.**

Unfinished Business

1. Homework: “CRC assignment- what does discrimination means to you and what does it mean to your circle of friends and family? The last question are you all in agreement?” Open Discussion: Each CRC member was allowed to share their personal views and experiences. Need more community marketing and group discussions.

1. **Intercultural competency training with Dr. Riley Don** – A motion was made to have Janet Riley provide a proposal on Diversity inequity and Inclusion “Retreat / Training” for CRC members. Motion by: Don Brown, seconded by: Sreekala Rajagopalan **(Approved unanimously)**.

2. **Sundown Town marker: (Sub-Committee)** A motion was made by Don Brown: to appoint a sub-committee to further decide on the wording of the “Sundown Marker”. **(Don, Cathy Cripe, Sreekala, Glen Null). Motion Approved Unanimously**

Reports and Statistics

1. **Treasurer's Report** –Current balance: \$13,549.58 (**Approved**)
2. **Council Liaison Report** – Nothing new to report
3. **Director's Report (AJ) – Gathering additional information on Sundown Marker stuff. Currently working on** the Diversity inequity and Inclusion training that the Mayor asked for the City. Committee asked if the Sundown marker draft could be added to the CRC website and FB for feedback from the Community?
Motion made by: Don Brown, Seconded by: Malik Cato (Approved unanimously)
4. **Subcommittee Reports** – Nothing new to report

New Business

1. **Recent Expenditures** Ed Groff mentioned there were no by-laws written about expenditures and no protocols in place regarding the spending of funds, and who gets to make those decisions. Ed Groff asked; “if in prior years, was it common practice to have expenditures voted on by the whole commission”? (Yes, per Don Brown). Ed will bring a drafted protocol process of what that will look like to the next meeting. **Drafted Protocols:**

A motion was made by Don Brown, seconded by Judith Davis (Approved unanimously).

Ed Groff; It was agreed by the Committee to purchase CRC magnets for the Juneteenth celebration for \$70.00.

Juneteenth donation of \$383.00 for a (Waterslide and Booth) at the Juneteenth Celebration were never brought up at May's CRC meeting. Don replied: the Juneteenth /expenditures were discussed at the Officers' meeting in June. Ed Groff asked; if in prior years, was it common practice to have expenditures voted on by the entire commission? (Don Brown's response – Yes)

Donation of \$383: **Motion made by Don Brown, second Ed Groff (Approved unanimously)**

Special Remarks

Misleny Moreno

She thanked the CRC members personally and as a group. She appreciated the opportunity of having new perspectives in different relationships, becoming open-minded, able to bring other people's voices to the discussion table. She has been empowered and found a love of “activism”.

Motion: to adjourn. Motion by Don Brown, Seconded by Sreekala Rajagopalan at **9:57 pm.**



Janet A. Riley

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J.A.R.
Intercultural
Competency Consultants



*"Labels are for jars,
not people"*

Know Thyself

Submitted by:

Dr. Janet A. Cook Riley
Specializing in Intercultural Competency
Walden University

Intercultural Competency Training Proposal

5-hour Workshop

4-hour training; 1 hour followup cultural survey assessment and reflection

Consulting/Training fee: \$200.00 per hour

Brief Outline

- What is cultural awareness and the definition of cultural diversity?
- Cultural Identity
- Cultural values and attitudes (time, space, group dynamics, authority, tasks, relationships)
 - Intercultural Competency Continuum
 - Bennett's Intercultural Competency Continuum
- Communication styles and language issues
- Cross-cultural management skills
- Working together across cultures
 - Bias and Prejudice
 - Whiteness and Non-Whiteness
 - White Privilege
 - Meritocracy
- Developing cultural awareness and cultural intercultural competency