

COMMUNITY VISIONING FORUM PLANNING COMMITTEE (CVFPC)

Wednesday, January 5, 2022, Meeting Minutes

Members

Eddie Crandell	JoAnn Saccato
Beniakem Cromwell	Tina Scott
Angela Cuellar-Marroquin	Dirk Slooten
Delores Farrell	Dale Stoebe
Carol Huchingson	Mireya Turner
Sally Peterson	Sue Williams

Call to Order/Roll Call/Introductions

Meeting was Called to Order by Mireya Turner at 6:02pm.

Turner thanked all for attending, and provided instructions for those joining via telephone to effectively participate.

Members Present: Eddie Crandell; Angela Cuellar-Marroquin; Delores Farrell; Carol Huchingson; Sally Peterson; JoAnn Saccato; Tina Scott; Dirk Slooten; Dale Stoebe; Mireya Turner

Consultant Selection Panelist Present: Jenni Byers, Community Development Director, City of Lakeport

Absent: Beniakem Cromwell; Sally Peterson; Sue Williams

Staff to Committee (present): Matthew Rothstein

Members of the Public Present and Contributing: Carol and Clovice Cole-Lewis; Dave and Rose Geck; Bob and Laigne Hamilton; Linda Hatfield; Darlene Holzapple; Donna Mackiewicz; Gillian Parillo; Annina Van Voorene; Lisa Wilson (VP, Lake County Chamber of Commerce)

Turner: Welcome to those that are not appointed members of this Committee. It really means a lot that you're taking time out of your evening to spend it with us, going over what we all think is a really important focus on diversity and equity, and improving our systems in Lake County

Moment of Silence and Opening Offering

Intention for Moment of Silence:

Mireya Turner offered a general moment of silence, and asked each member present to look "inwardly," during the moment of meditation.

Opening Offering, JoAnn Saccato: As we work together and gather our community members, marginalized and dominant, unheard and heard, together we're beginning to learn about, untangle and relinquish these ways and systems that dishonor and respect us all. As we shift from a relationship of power over, or ownership of, whether it be the earth, its peoples or creatures, shifting to "belonging with," we reclaim our sense of sacredness, and our place in the web of life. May we, together, wake up to the vast, innumerable gifts and beauty of our individual and collective wholesomeness and possibilities. And, to paraphrase a quote from Henry Ford, "Coming together is a beginning, staying together is a process, and working together is success.

PLEDGE OF ALLEGIANCE WAS RECITED

Tina Scott led the recitation.

Approve CVFPC Minutes – August 10, 2021 Meeting

Mireya Turner invited comment (from all present) on the content of the Minutes. Matthew Rothstein displayed the minutes for review, and reminded that Meeting Minutes are published on the County of Lake website, once approved:

http://www.lakecountycalifornia.gov/Government/Boards/Community_Visioning_Forum_Planning_Committee/Minutes.htm

Minutes were approved without changes. All members present voted to approve, with the exception of Carol Huchingson, who had been unable to attend the August 10 meeting, and therefore abstained.

Motion by JoAnn Saccato.

2nd by Dirk Slooten.

Growth Opportunity – Edward T. Hall’s “Cultural Iceberg,” also known as “Iceberg Cultural Model” (Presented by Delores Farrell) – “I See You.”

https://adeaconsmusing.ca/wp-content/uploads/2015/10/151015.ucc_culture.iceberg.pdf

Mireya Turner provided a preface that this Committee had decided there is still a lot for each of us to learn, to increase our awareness and become more effective participating members. Therefore, we include in each meeting Agenda a “Growth Opportunity,” a mini lesson that will help us all to start resonating a little more together. “Tonight Delores Farrell is going to walk us through Edward Hall’s ‘Cultural Iceberg.’” Ms. Turner signaled great excitement for this activity, inviting all to join the experience.

Delores Farrell noted, looking at the pillars from the Proclamation of our County Supervisors, and also Item One of our Committee Goals and Objectives, we committed to developing cultural competency and proficiency. “Education is paramount, and it needs to start with us. We have a need to educate ourselves, become more proficient before we start [hosting public community conversations through our Community Visioning Forums].”

Farrell continued by noting these conversations will be uncomfortable for some people, but these meetings, and the public forums, are intended to be a safe place for people to talk a meet together.

The Cultural Iceberg as a Model to Develop Cultural Competency:

Delores Farrell stated this exercise was undertaken with the intent of exploring culture as it relates to us; our worldview, how we see the world, what it means to be culturally competent. She shared an example of Golden State Warriors players shaping their fingers in the form of goggles, indicating, “I see you... I get what you’re doing, I saw what you just did, and I understand why you did it.”

Farrell noted her hope was for Lake County residents, and members of the Community Visioning Forum Planning Committee, to, “Get to the place where we can say, ‘I got you.’” We want to communicate effectively with people.

There are multiple layers to culture: institutions; work environments; and Lake County, itself, each have a culture. Farrell noted she is a “transplant,” having moved from the suburbs of San Francisco eight

years ago. When she moved here, she moved to a different culture. It is important to give thought to our different cultures, and how we serve our community and neighbors.

Farrell asked members of the group to share what they ate for breakfast as a child, and whether they played music when hosting gatherings, and what music that may be, if so. This drew out and illuminated some of the rich experiences of members of Committee and public present. Foods regularly eaten by some were not well understood by others. For some, music was considered an essential backdrop for gatherings, even an energy source. Others felt music distracted from conversation. Choices of genres of music both reflected cultural traditions and time periods of one's youth, and departed from those. "Some of that stuff is really deep," noted Farrell.

Observable factors may align with people's cultural identities, may result from traditions long observed within families or regions, for example. However, much of what comprises our cultural identity is not observable, and people can make learned assumptions about us that are quite incorrect. "It's difficult to see; difficult to change," noted Farrell. "Only about 10% of our culture is really visible."

Farrell noted we have different ideas about decision-making, and leadership, and concepts of time and expectations regarding body language may differ, as well. Some people speak more loudly than others, and this may be reflective different cultural expectations. Even speaking loudly can be misinterpreted by those that lack context.

"I want us to really start looking at ourselves, figuring out where all of these notions come from," noted Farrell. "What makes a friend? What's friendship?" Our ideas surrounding these ideas are diverse. "Some people may not call all the time, they may pray for you, instead. Part of our homework for this committee is to dig into this, so we can look at other people, and understand what makes them tick, so we can say, 'I see you.'"

Mireya Turner celebrated the power of asking, "What does friendship mean to you?," and how even seemingly simple questions can be so fundamental to promoting understanding. Rather than assuming we have the same cultural reference points, we can ask questions and really hear who a person is.

Delores Farrell expressed that "Making assumption" is our big problem, whether in our personal lives, on the job or on the streets. She noted people make assumptions about people in particular life circumstances all the time, and can make assumptions of cultural identity based on perceived race.

Tina Scott noted some believe assumptions are easier than asking someone the difficult questions. "We tend to go to assumptions because we're busy, [and looking for an] easy way to get through things. We need to always make sure we're stopping, and taking the time to [promote truer, better-rounded understanding] of the people around us."

Delores Farrell raised the idea that Cultural Competency requires study, practice. We have to take the time to become proficient, as we would in our jobs. "Jobs have a culture, as well," and those take time to learn. "When you're a new person [and you ask a question], the answer you always get is, 'That's the way we do it here.'" That is insufficient when trying to represent all Lake County residents. "We need to understand who's here, why are they here, and how are they here, before we start making decisions based on assumptions."

First, we need to understand who we are.

JoAnn Saccato shared her appreciation for a reminder we can tend to be "caught in our own biases," and "It's difficult to see the water we're swimming in." Having diverse representation at our decision-

making tables is important - assumptions will sink us. Even “Turning lens on ourselves” can be difficult where some deeper seated phenomena are concerned.

Other themes that emerged during this discussion:

- Human species biologically inclined to create stereotypes; what worked for earlier humans does not work for people in the era of digital technology.
- Important to really go back in the history of the US, and understand what assumptions have been made over time, some of which have carried on until 2022
- Most present had experienced assumptions people out of state make regarding people in the State of California (e.g., we’re all rich; we have an earthquake every other day); United States culture may be similarly misunderstood, and aspects of it may be continued, despite their being unthoughtfully conceived, in the first place.
- There are differences between culture, ethnicity and race - many of us have quite a bit of intersectionality where all of these elements are concerned. The idea of “military brat culture” was also raised as a common cultural touchstone that is not strictly associated with a particular culture, race or ethnicity.

Defining Cultural Competence:

A definition of “Cultural Competence” was shared:

The process of developing the knowledge, skills, attitudes, policies, practices and methods that enable positive personal relationships, and provide culturally relevant services to diverse populations, families and communities in diverse settings and situations.

Five Elements of Cultural Competence (Cross, Bazron, Dennis and Isaacs, 1989):

At the Individual Level, we are called to:

- Acknowledge cultural differences;
- Understand [our] own culture;
- Engage in self-assessment;
- Acquire cultural knowledge and skills; and
- View behavior within a cultural context.

JoAnn Saccato appreciated that this model describes Cultural Competency as a “process,” noting she had been a part of many trainings and still felt there was much to learn.

Summative Remarks from Ms. Farrell:

Delores Farrell described an experience working on a HUD-funded project, and hearing different responses to a question regarding race. Some had a great deal of difficulty describing their own cultural background. Understanding what comprises our own cultural identity is an important starting place.

Farrell noted she talks loudly, and she’s passionate and loves to talk and interact, and is not an, “angry black woman.” “That may not be something you’ve ever thought about - that’s who I am. I may be intimidating to you, or I may be frightening to you, for whatever reason, but to know me is spending time with me, to find out what makes me tick, so you can say, ‘I see you, girl!’”

Update on CVFPC Subcommittee's Facilitator Selection Process, Announcement of Recommended Facilitation Firm

Two firms had replied to the RFQ issued for Facilitation services.

Matthew Rothstein reported he was excited to announce the Subcommittee had come to a recommendation regarding a Facilitator for Lake County's Community Visioning Forums: Nicole Anderson and Associates Consulting. There had been some delay, to that point, due to Ms. McAllister-Anderson needing to attend to personal needs.

Ms. McAllister-Anderson's experience, to date, was described as primarily related to educational settings, but it was noted she had a strong interest in Lake County, and was, in fact, exploring the possibility of purchasing a home in Lake County. Additionally, in interactions with the Consultant Selection Panel, she had proven to be quite capable of navigating complex conversation, disentangling the component parts, identifying stakeholder groups and effectively moving discussion forward.

Rothstein further indicated Ms. McAllister-Anderson was a teacher, and intended to "Train the Trainers," including people present in Zoom for this meeting, equipping them to continue efforts for the long term.

Following interviews with each candidate, the Panel felt Nicole Anderson and Associates was the firm best equipped to undertake this process.

Matthew Rothstein also raised the fact that identifying a Facilitator was a major component of the work of the Community Visioning Forum Planning Committee, and that this Committee may soon come to a point of conclusion, with smaller groups aligned around more specific focuses continuing the work, or particular stakeholder groups. He noted the expectation was to work with Ms. McAllister-Anderson to define the structure that could most effectively be employed, moving forward.

Rothstein expressed hope Ms. McAllister-Anderson would be part of the next meeting.

Additional Introductory Comments by Members of the Consultant Selection Panel:

Dirk Slooten noted he liked that Ms. McAllister-Anderson is "kind of local" (residing in Northern California), and understands the County, itself, better than the other, also highly qualified, applicant with whom the Consultant Selection Panel met. "I really like our choice."

JoAnn Saccato reinforced appreciation of Ms. McAllister-Anderson starting this process with some awareness of Lake County, her family having spent time here for recreation. "She seems very dynamic, very engaged, and very qualified in the DEI world. I'm very excited about this aspect of our process."

Jenni Byers reinforced the import of the "Train the Trainer" element of the Proposal from Ms. McAllister-Anderson's firm. "I felt she was going to leave us [well positioned] to be able to carry on some of the goals."

Further Comment from CVFPC Members:

Eddie Crandell noted he had attended a class she led via CSAC, and that she had been a highly effective Facilitator in that setting. "Great choice, I'm glad [the Consultant Selection Panel] made it."

Closing Comments:

Matthew Rothstein noted the next steps included bringing final Agreements before the Board of Supervisors, and noted a Cost-Sharing Agreement would also be carried forward to other "Local government entities, as well." Rothstein voiced an expectation those should come together sometime

“toward the end of this month.” Very likely the 25th of January, and if not, within the next couple of meetings following that.

Rothstein further emphasized it will be important to meet with our selected Facilitator, and learn more about her strengths and vision for the public forums, as we take next steps in the planning process. He also noted Ms. McAllister-Anderson employs, “The Water of Systems Change” as an element of her framework:

<http://efc.issuelab.org/resources/30855/30855.pdf>

NOTE: As of the date of Committee’s next meeting (February 22), enabling Agreements were still not in place, but much coalition building had been undertaken, and the specific terms of the Contract had been agreed to, in principle by Nicole Anderson and Associates Consulting.

Consideration of Next Steps for Community Visioning Forum planning process, in coordination with Facilitator, and Continuation of Discussion on Hosting Forums

JoAnn Saccato noted this committee was formed as a Planning Committee for Visioning Forums, and a big piece of that had come together with hiring of Nicole Anderson and Associates Consulting. In her conversations in the broader community, Saccato noted the question kept bubbling up of how the CVFPC may morph into a longer-term, ongoing Committee or workgroup.

Matthew Rothstein noted one of the roles of this group is to make recommendations to the Board of Supervisors, and perhaps the most fundamental is a Facilitator recommendation, which has been accomplished. At the next stage, many groups of stakeholders in our Community would be engaged. Rothstein referred to Delores Ferrell’s earlier comments that Lake County, “Has a culture,” acknowledged the value of that, and also raised the concept there are, “Many different Lake Counties,” in that not everyone’s cultural experience is the same. “People move in different spheres and different groups, and I would hope our process is as broad and inclusive as possible.”

Rothstein expressed gratitude for Dale Stoebe’s participation as a Law Enforcement representative, and also noted there were further Law Enforcement Agencies in Lake County. Clovice Lewis is a minister, and participated in some of the CVFPC’s meetings, but there had been no formal appointee from the faith community. These examples were raised, broadly, to ask the question, “Who are we missing? What leaders and people are not represented, thus far?” “What particular connections should we make?”

Delores Farrell noted creating a Vision for Lake County must involve “lots of different folk.” “It’s almost like a mind map - it’s going to mean lots of different things to different people.” She suggested our job is to find out what those visions are for various groups of people, see where we are now, and how we get to our shared vision.

Rothstein noted Lake County residents had engaged in a developed process for a broad community vision in 2018, resulting in the Board of Supervisors’ adoption of a “Vision 2028” Priorities Statement, and that DEI-focused work could help ensure any improvements brought by this Vision were enjoyed by all Lake County residents:

<http://www.lakecountycalifornia.gov/Government/Directory/Administration/Visioning/Vision2028.htm>

Dirk Slooten noted Ms. McAllister-Anderson would come on Board fairly soon, and would start by looking at the CVFPC’s Purpose and Guiding Principles. Slooten observed, “All the people that are here on this Zoom have a definite interest, and she would contact us, in a group meeting or individually, to start her work.” Slooten shared his excitement for Ms. McAllister-Anderson’s work to begin, and to see how that progressed. “We need to let her start running a bit, at first, and see what her steps are criteria are to [make progress].”

Matthew Rothstein added, Ms. McAllister-Anderson's priorities, per her Proposal, included investigation what public data sources may be available, and what gaps exist. "That process will help us across a number of different domains, just having that understanding of our communities."

Tina Scott voiced appreciation for everyone coming together, and noted Committees are put together with a goal, and she felt this group had reached its [primary] goal in finding someone to help with Visioning Forums. She also noted her belief we, "Need to have a Standing Committee," stating, "This is not something we're going to solve overnight, we're putting policies and practices in place." "For myself, I would love to see another Committee come together to continue [the work, and] stay on top of things." Letting things go, Scott observed, had left communities "Divided."

Scott further indicated, "We need to have people in the room that are leaders in our communities, that can change those policies. It's one thing to have an outside community group make suggestions, [and we also] need to have leaders [those with formal role authority] in the room that are willing to put themselves out there, and say, 'Yes, we need to make policy changes'" because things "aren't working for everyone."

JoAnn Saccato resonated with that comment, and noted there were many of us that assumed this Committee would be the ongoing, standing Committee. However, this group is limited to planning the Visioning Forums. Whether this morphs into that Committee, or there may be a separate process, is the part where I will defer to County leaders to walk us through that part.

Matthew Rothstein noted it would not "Morph" into a Standing Committee without some action on the part of the Board of Supervisors. The Board would be expected to hear a report on our work, thus far, and discuss next steps. Rothstein also expressed an assumption this would likely happen at the Cities, as well, perhaps members of [City] staff, or Mayor Slooten, in Clearlake's case, or Councilmember Turner, for Lakeport, would report on what has been accomplished thus far, and what supports are needed, moving forward.

Mireya Turner expressed strong agreement with what Tina Scott had said, noting, "This has been really fascinating work, but it actually feels more like a beginning than it does an end. This is coming together very nicely and I definitely look forward to having the City of Lakeport involved in the future, as we continue with this process."

Eddie Crandell expressed gratitude for the opportunity to work with JoAnn on the initial Proclamation that got us to this point. "Making policy changes that apply to today is important." Crandell noted we can subconsciously rely on assumptions that result from ethnic and other stereotypes, and work is required to overcome that "programming." He further described some experiences in school and later the military that evidenced this need to learn and also think critically in moving forward. He noted it was a process to get to know his own culture, and disentangle dominant cultural influences, where they seemed in apparent conflict, or didn't add up with practices in his own Native American culture. "There's always time to learn, and I believe in including everyone, and [ensuring] they are represented properly."

JoAnn Saccato introduced the concept of a "Council of All Beings," as a framework for representation; recognition of the inclusion of the natural environment and those that share the natural environment with us. "[In this] moment of climate and environmental crisis, the practices we've been doing, ideas of "power over," and "ownership of," [are] impacting that, as well."

Saccato continued, "Having representation of environmental organizations in Lake County could serve everybody well. We really have to reclaim our place in the web of life - humans are part of that. We've

got all these different cultural and ethnic ways to define ourselves, but we're in this web together," and there are opportunities to enhance our understanding of "representation" as this work continues.

Delores Farrell noted the Facilitator is coming, and we had talked about training the trainers. "This is an opportunity for the Committee to learn how to facilitate one of these conversations... "It seems to me, a lot of times, based on some meetings I've [attended], Education is not a big part of it. We need to learn how to do things, so we can do things. We're going to get our money's worth from her, and we're going to learn from her, how to facilitate [community conversations surrounding Diversity, Equity and Inclusion]."

Farrell also offered, "Education has to be continuous, in order to move forward. We cannot have people in leadership positions that are not knowledgeable about their topic... Our circle will grow - 'each one teach one' - we have to capture that, and be committed to learning."

Clovice Lewis voiced agreement with Delores' comments, and noted, "There is such thing as Corporate Memory, and I think you're touching on this. [You have to] have people involved... and I'm not talking about a lot of chefs... people to look over the shoulder, that is a rich opportunity for people to have a learning experience, so you can diversify the information that's out there, so it doesn't sit in one place."

JoAnn Saccato voiced a hope that, when it comes time for "training the trainers," we will empower opportunities for that learning opportunity to be broadly accessed.

Dirk Slooten stated, "The City of Clearlake will participate, and support [this process] however we can," and shared, "I do think we need to broaden the process here. Is it time to have some newspaper articles, or someone to spread the word a bit about what's going on? I don't think a lot of people really know what we're doing."

The need to advertise, as the process progressed, was affirmed by multiple participants, largely non-verbally.

Delores Farrell noted what will be needed would likely extend beyond "a bunch of verbiage" and Press Releases; we have a need to reach "Joe" on the street. Sometimes we, "Speak a language people don't speak." We need to make sure our terms are inclusive, and we well communicate their meaning. "We have to make sure they see us, and they understand what we're talking about."

Mireya Turner voiced agreement that public outreach will be important, and emphasized the need to coordinate with our facilitator. "It's cool if we as individuals are starting to talk about it, reaching out to people we know, but once we start having more of a coordinated public outreach effort, we don't want to [get] ahead of ourselves... Make sure there's a there there, before we start going full court press on publications."

Linda Hatfield noted we should be ensure to hear the needs of People Who Use Drugs (PWUDs), and unsheltered individuals. Many in these communities will have a need to work with people they already trust to be comfortable providing input, and shared a personal experience from Sonoma County. "There are HUD definitions that go into our Point in Time (PIT) count, but there is a huge cross-section of unsheltered individuals out there that are not as willing to talk to the PIT Count representatives.

JoAnn Saccato shared appreciation for Linda's comments and story, and a hope she would remain engaged in the process, and encouraged the group to recognize those that are not present.

Consideration of Facilitation Options for Future Committee Meetings; Group Feedback on Next Steps

JoAnn Saccato stated, “As we discussed before, [and as] Delores spoke about [with regard to leadership styles - we’re swimming in water we don’t [recognize].” Saccato had brought up the rotating facilitation of this Committee’s work - “It’s part of our learning process. Different styles, different values and different things we find important can be brought to the table.”

Part of the work we are doing, continued Saccato, is “Dismantling organizational styles, hierarchies, and those types of [assumed structures], to create [conditions] where everyone feels safe and included. Part of our work is to model the vision of a community where everyone here is at the table, equally, and is valued.”

Saccato invited feedback, noting the Facilitation component needn’t be anyone’s singular job - Matthew Rothstein, as County staff to the Committee, walks alongside any Facilitators, assists with putting Agendas together. If you come in and facilitate, you don’t need to carry everything, there is support available.

The idea of rotating facilitation in whatever group or groups emerge in next steps was thought worthwhile, as a means of modeling inclusive leadership. If this Committee were to morph into a standing Committee, in some manner, perhaps that would be an opportunity to redefine how the facilitation role worked.

Delores appreciated JoAnn’s leadership, noting, “Your time’s not up,” as a means of affirmation. “We can think about that, and revisit at future meetings.”

Matthew Rothstein noted it would be valuable to know who may have interest in leading meetings. “As this work grows, there will be an element of training the trainers, and those trainers training trainers, and it moving out from there.” “Some of us involved in the early stages may ultimately be decentralized.

JoAnn Saccato noted, “I enjoy leading meetings,” and also conveyed a constant openness to learning more, including by virtue of working with different leaders and leadership styles.

Mireya Turner noted her position hadn’t changed since last time: “I really like the way you do run the meeting, and we could look at opportunities for input from others in a more focused, more educational manner, by using Growth Opportunity Item in our Agenda, and switching that out.” That may be an opportunity for people to share that have something to offer the group.

Multiple participants nonverbally affirmed this approach, and Clovice Lewis voiced openness to presenting a Growth Opportunity at some time in the future.

“Homework Assignment”

Delores Farrell noted we talked about looking at ourselves, and our assumptions regarding cultural identity, and asked what the next step would be after that?

JoAnn Saccato noted it, “Would be fun to go through, and answer some of those questions on the graph,” and come back and do a follow-up sharing activity. “It’s getting to know ourselves, and then, in a trusting space, [sharing] what we’ve learned about ourselves, offering that.

It was the group’s consensus this would be a positive extension of the learning activity led by Delores Farrell on the Cultural Iceberg, and that was taken on as the group’s “Homework.” At the next meeting,

it was expected some would share their personal reflections. Delores Farrell expressed willingness to facilitate walking through conversation on that.

Public Input

Dave Geck, a community member said, “Thank you for all the work you have been doing. I appreciate the opportunity to be a part of this meeting, and certainly look forward to working, in the future, with the Facilitator, in whatever form.”

In spirit of continuing education, Geck also shared word of a Webinar taking place on 19th of January on implicit vs. explicit bias, that may be of interest to some gathered.

It was sponsored by National Association for Civilian Oversight of Law Enforcement, but not solely focused on Law Enforcement. “We always have to touch base” with our own implicit biases.

Closing Remarks

Matthew Rothstein noted dates for enabling Agreement adoption were still tentative, and promised to reach out to JoAnn Saccato to circulate a Doodle Poll as soon as appropriate, to set next meeting dates for the Consultant Selection Panel (once Nicole McAllister-Anderson was under contract) and broader Committee. “My hope is that our meetings will occur over the next few-several weeks, at the most,” meaning the next full Committee meeting would be anticipated in the month of February.

JoAnn Saccato acknowledged the 1-year Anniversary of the Board’s Proclamation was coming up at the end of February (2/23), and that it may be a positive for the next meeting(s) to align with with that date. “It’s been a year, and I have to say, I’m just so very grateful the Board was as open and committed to taking on Proclamation, and specifically having Action Steps included in that Proclamation, and following through with it. Here, we are, almost a year later and one of the biggest pieces of that is coming to fruition. I’m so grateful to everybody that’s part of this process.”

Eddie Crandell noted what JoAnn had said was motivating, and even some comments expressing negative sentiments regarding the Proclamation and DEI work have provided motivation, in that they demonstrate there is work to be done.

Dirk Slooten voiced excitement to hear people’s responses to the Cultural Iceberg activity.

Adjournment

The meeting was adjourned at 7:42pm.