



*City of Bristol
Diversity Council*

INFORMATION TO ACCESS THIS MEETING

<https://bristolct-gov.zoom.us/j/82946776934?pwd=cEVOUnVJaExGQlF3WFhHak1JZUJ3dz09>

Meeting ID: 829 4677 6934

Passcode: 346884

Ladies and Gentlemen:

The regular Diversity Council Meeting will be held on Tuesday, August 27, 2024 at 6:30pm in Meeting Room 1-2, City Hall, 111 North Main Street, Bristol, Connecticut.

1. Call to Order
2. Approval of Minutes
 - a. April 23, 2024 Regular Meeting
 - b. May 28, 2024 Special Meeting
3. Public Participation
4. Current Business - Future of Diversity Council
 - a. Option to continue under the city
 - b. Option to continue as a task force
 - c. Option to disband Diversity Council
5. New Business - Nominations
 - a. Nominations - Chair
 - b. Nominations – Vice Chair
 - c. Meetings Day and Times

6. Adjournment

**City of Bristol
Diversity Council
Tuesday, April 23, 2024
6:00 p.m.**

Meeting Room 1-2, Bristol City Hall, 111 North Main Street, Bristol, CT 06010

Attendees: Chair Jaymie Bianca, Vice-Chair Alison Willette, Sandra Kamens, Antonio Lopes, Marcus Patton, David Rackliffe, Jordan Lopez, Mayor Jeff Caggiano

Absent: Jeff Israel, Olivia Chapdelaine

1. Call to Order

The meeting was called to order by Chair Bianca at 6:34 p.m. A quorum was present

2. Approval of January 23, 2024 and March 26, 2024 Meeting Minutes

Chair Bianca requested a motion to approve the minutes from both meetings. The motion was made by Council Member Lopes and seconded by Council Member Kamens. All were in Favor to accept the minutes as presented. Motion passed.

3. Public Participation

No public Participation

4. Current Business

a. Next Panel Discussion

Chair Bianca led a discussion regarding the next Panel discussion proposed for May 28th which is also Law Enforcement Appreciation Day. Chair Bianca wanted to see if there was still an interest in doing this panel.

Council Member Patton mentioned how He did a Law Enforcement Panel Discussion at ESPN and how it was organized and the outcome of the Panel. The ESPN roundtable was more on the process and checks and balances, maybe focus ours on Appreciation.

Chair Bianca agreed and maybe keep it on the Appreciation side and collect questions before hand to try and guide the discussion in one area. Also try to tie it in to The Diversity Council Mission of Diversity, Equity and Inclusion. Chair Bianca asked Council Member Patton to spear head organizing and inviting attendees, as he was on the Planning Committee for ESPN. She asked Council Member Patton to reach out to Interim Chief Morello and the Police Board to see if they can attend.

Council Member Rackliffe stated that we can reach out to the Mayors office to help promote the event.

Council Member Lopez stated that he is from New Haven but lives in Bristol now and the atmosphere here is different towards the Police and to try and keep the questions and discussion in a positive tone to prevent any issues.

Chair Bianca entertained a motion to move forward with the Police Appreciation Panel at a Special Meeting on May 28th at 6pm. The motion was made by Council Member Patton and seconded by Council Member Lopes. All were in Favor and the motion passed.

b. Sub-Committee Discussion

Chair Bianca brought up the new subcommittees and the members of each subcommittee.

Religious Diversity will be David Rackliffe (P.O.C), Sandra Kamens, and Jeff Israel.

Mayor Caggiano joined the meeting at 7:11pm

Business Social Media will be Marcus Patton (P.OC), Allison Willette, and the Chair

Anti-Racism Committee will be Antonio Lopez (P.OC), Jordan Lopes, and Marcus Patton

Chair Bianca requested the Sub-Committees meet prior to the next meeting. Council Member Patton requested clarification on Business and social media as the original Idea was Diversity in Business, where did social media come from. Chair Bianca explained the Social Media aspect was to advertise and support Diverse Businesses.

c. Resource List Update

Chair Bianca will be reaching out to Donna Osuch and Donna Koser to finalize the Resource list. Would like to focus on the Panel Discussion now and maybe get the list out by summer. The council agreed.

Mayor Caggiano asked for clarification of the Resource List, Chair Bianca explained that it would be an informative list for Residence looking for answers and help in certain areas.

5. New Business

a. Upcoming Events

- National Day of Prayer: May 2nd 5pm Good Shepard Episcopal Church Stafford Ave.
- Peace March: May 18th, Federal Hill, 1-3 PM
- Juneteenth Event run by Scott Rosado; looking for help on the Planning Committee
- Wonder of Women event: May 1st 6pm Aquaturf, Mainstreet Community Foundation
- ALS Run/Walk in Berlin: Saturday May 18, 10-1 \$35 per person

- Farmer's Market: Saturdays June-Nov. Maybe have a table for Diversity Council
- 3rd Autism Education and Awareness Forum: April 29, 9-3 Waterbury Arts Magnet School
- Men and Boys Fund Breakfast: June 6, 2024, featuring speaker Dave Stevens (DoubleTree by Hilton Hotels in Bristol, 8:00 AM) Proceeds from the event support programs that improve the lives of men and boys in Bristol, Burlington, Plainville, Plymouth Southington and Wolcott.
- Prudence Crandall Domestic Violence Fundraiser, Event Center May 30 \$125

Chair Bianca encouraged everyone to share upcoming events for promotion. She also stated she will try to create a Google calendar with all events and share it so all council members can add to it.

6. Adjournment

The Chair called for a motion to adjourn. The motion was made by Council Member Kamens and seconded by Council Member Lopez. All were in favor and the meeting adjourned at 7:48 p.m.

Respectfully Submitted,

Janet Little
Recording Secretary



**Diversity Council
Special Meeting Minutes
Tuesday, May 28, 2024 at 6:00PM
Meeting Room 3-1 and on Zoom**

Attendees:

Jaymie Bianca – Chair, Council Members Marcus Patton, Alison Rae Willette – Vice Chair, David MacGregor Rackliffe, Jeffrey Israel (Zoom), Sandra Kamens (Zoom), Jordan Lopez, and Tony Lopes

Absent: Council Member Olivia Chapdelaine

Guests: Ofc. Nicholas Travisano – Bristol Police Dept, Ofc. D. Clarke, Bristol Police Dept., Ofc. MJ Fisher, Bristol Police Dept.

1. Call to Order

Chair Jaymie Bianca called the meeting to order at 6:04PM and welcomed everyone to the Special Meeting which would start with the Panel Discussion with the Bristol Police Department.

2. Public Participation

There was no Public Participation.

3. Current Business

a. Panel Discussion – Diversity and Inclusion with Bristol Police Officers

Jaymie Bianca thanked Council Member Marcus Patton for arranging with the officers from the Bristol Police Department (BPD) to be on the Council's Panel. She then asked each officer to introduce themselves and share how long they've been with the BPD.

Officers Nicholas Travisano, D. Clarke, and Ofc. MJ Fisher then responded to questions with Jaymie serving as moderator for the discussion:

Q. Why did each officer choose to be in law enforcement?

A. Officer Clarke had previously worked as a Corrections Officer for a youth facility and felt he could be of help to that population before they were incarcerated. Office Travisano currently serves as a School Resource Officer and had seen family members serve in law enforcement as a model for him. Officer Fisher also had family in law enforcement but not many women.

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Q. What's a typical day like for them on the force?

A. Officer Clarke said his day will vary based on the types of calls he receives, though they are typically medical and disturbance calls. Officer Travisano, being a School Resource Officer, sees the same people each day, and part of his work is addressing concerns presented such as students engaging in behavior where he, the school and the parents work together in an effort to curb the activity. Officer Fisher is a Field Officer Trainer which involves her training new officers, reviewing calls they've been on and filing the reports.

Q. What, if any, community involvement they participate in outside of working in the BPD?

A. Officers Fisher and Travisano both highlighted the Special Olympics, with the Torch Run coming up to open the 2024 Summer Games. Officer Clarke volunteers with the youth summer basketball program which is free to attend. It is in partnership with Youth Services and the Bristol Boys and Girls Club.

Q. What advice or encouragement would they each provide to someone interested in pursuing a career in law enforcement?

A. The unanimous response from the Panel was that being a police officer requires a desire to serve others. The situations an officer encounters and assists with are most often when people are in need, and in a difficult time. It was also stated that it's a great career. Officer Mark Kichar was named as an excellent recruiter for the BPD. Anyone interested in joining the force or law enforcement was encouraged to contact him.

The officers then answered more questions from those in attendance.
Questions included:

Q. (from Council Member Marcus Patton): What do you find most rewarding about your work?

A. The officers were in agreement that they love serving the community and see their work as a calling. They are drawn to helping people.

Q. (from City of Bristol City Councilman Erick Rosengren): How helpful would it be for law enforcement to have pre-call information if someone they're helping is on the spectrum?

A. Very helpful. The goal of law enforcement is to best assist the public and most often it is when someone is in distress. Knowing any information before arriving on the scene will be useful. This

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information can be communicated through the initial 911 call, and that is applicable for all calls for help. Council Member Jordan Lopez later mentioned a blue informational envelope available in the cars driven by those on the spectrum. The information on or in the envelope alerts law enforcement when interacting with the driver.

Q. (from Council Member Marcus Patton): What would they name as an area of concern in Bristol that a program could be started to address?

A. Possibly a Citizens Academy type program that would illustrate some of what an officer experiences on the job. The goal being to build a bridge between citizens and officers.

Q. (from Council Member Marcus Patton): What kind of services does the BPD have, such as a resource or available services list?

A. The officers replied there are several resources but they are open to learning about and using more. The Council advised of the Resource List they're comprising that includes contact information from everything to housing and food resources, to what city hall departments to reach out to for various services.

Q. (from City of Bristol City Councilman Erick Rosengren): What are their thoughts on implementing a Summer Resource Officer(s) in the community?

A. The officers agreed this would be a welcome idea. They referred to discussions about returning to foot patrols once the department is fully staffed again. It was noted that recruitment is ongoing with excellent candidates applying. They noted that they like the idea of interacting and being proactive which is what foot patrols allow for.

Q. (from Council Member David MacGregor Rackliffe): What, if any, partnership exists with area services like The Prudence Crandall Center for Women which now has an office in Bristol, to assist with victims of domestic violence calls?

A. All the officers felt it would/will be an amazing resource for them and will certainly help with support for victims after the initial police response and handling of the call.

Parting comments from those in attendance included Thanks for the Officer's service to the community. The Panel Discussion ended at 6:45pm.



4. New Business

a. Announcements

Chair Jaymie Bianca announced her resignation from the Council after two years of service. She stated her appreciation for the opportunity to serve as Chair and the Council Members involvement and input in that time. Jaymie cited furthering her education, current teaching career demands, and accommodating family as reasons for resigning. She will remain available for the transition to a new Chair through mid-June. She also asked the Council to consider candidates to be the next Chair, and noted that an interim Chair is possible.

Alison Rae Willette also announced her resignation as Council Vice Chair citing work demands and a return to school to pursue a teaching career. She can remain available for a short time as well.

Jaymie's letter of resignation has been filed with the City Clerk's Office. Allison will arrange for one as well. There was discussion over the required residency of Council members, and it was confirmed that members need to be Bristol residents.

b. Upcoming events

The following events were noted among the Council:

The Special Olympics Torch Run through the City leading to the opening of the games at Southern from Thursday to Sunday this coming week.

Juneteenth Celebration at the NE Carousel Museum has just been announced. *(Details were noted after the meeting and added to the Minutes for the record)*: Wednesday, June 19, 2024 from 4:00 - 8:00 PM

5. Adjournment

The Chair called for a motion to adjourn. The motion was made by Council Vice Chair Allison Rae Willette and seconded by Council Sandra Kamen. All were in favor and the meeting adjourned at 7:02pm.

Respectfully Submitted,

Sharon Arsego
Recording Secretary