

Date : 9/18/2017 7:45:05 PM

From : "Katie L"

To : "Lioness Dear" , "Carol Rogoff Hallstrom" , "Lisa Smith" , "Marta Alcala-Williams" , "Isabel Carson" , "Benjamin Gifford" , "katie latino" , "Lexus Walker" , "Phyllis Utley" , "H Vance Mann III" , "Maggie Adams"

Subject : REI Minutes 9-18-17

REI Meeting 9/18/17

In attendance: Marta, Carol, Steve, Isabel, Ms. Bettie, Katie, Maggie, Benjamin, Lisa

Katie started taking minutes around 6:30 pm. Isabel and Ms. Bettie please add your notes from before I jumped on the call.

- **Caucuses**
  - Ask to have the caucuses advertised on the dancewater mailing list as well as the regular trainings
  - Caucus leaders are going to meet to discuss who will be leading the next round of caucuses and select dates
    - These caucuses will be focused on REI, but they will refer people to other caucuses for non-REI discussion
  - Benjamin suggests some kind of disclaimer saying we/REI are not responsible for the content provided at any of these other events.
- **Debrief Potluck**
  - The UU did not have space available on our selected dates.
    - Maggie will check for space with MAHEC
      - MAHEC does not have space available
    - Marta will check with ACS for Sept 25 or Oct 2
    - Katie will check with the Edington Center for Sept 25 or Oct 2
    - If Marta finds that ACS is available tomorrow morning then we will have it on Sept. 25, if it isn't available and we need to look for space then we can push it back to Oct 2
  - Ms. Bettie reserved the UU for the debrief for Tues Nov. 28
  - Discussed changing up the debrief questions that we've previously used
    - Went back and forth about going deeper for people that have been through it multiple times and keeping it more basic for people who just went through the training for the first time
    - Ms. Bettie likes asking people "How are you feeling?" in the big group
    - The idea of doing small groups based on the categories of the State of Black Asheville
      - The facilitators would need to do a summary of each topic area, could be time consuming and take away from processing REI
      - Could send the State of Black Asheville to participants ahead of time
        - But would have just sent the REI workbook out so might be better to let people process REI
    - Isabel suggests that we ask the REI alumni to suggest questions they would like to discuss and select a few to ask at the potluck.
      - Use our previous agenda and questions as a fallback if we don't get enough
      - Ms. Bettie suggests making that part of a feedback survey that she sends to all alumni and include a section for their suggested questions
        - Katie will update the survey and send to everyone to make sure the questions are still good
        - Deadline for response to be this Friday 9/22
      - Ms. Bettie asks to include a thank you for attending, debriefing dates for September and November, and dates for the November REI training (ask them to RSVP if they want to attend as alumni), let them know the workbook is coming, and a link to SURJ's fundraiser for us.
    - Children welcome to attend the debrief, but we won't be having childcare providers
    - Need to figure out the facilitation of the debrief
      - 14 or fewer participants other than the core organizers then we make do one large group
      - 15 or greater participants other than the core organizers then we break out into groups of 5 participants plus facilitators.
      - Lisa, Katie, Maggie, Ms. Bettie. Carol will be a back up. Probably will need everyone to facilitate if we do break out into small groups.
  - **Debriefing the September training content**
    - Carol thought the 2 trainers were terrific. Worked well as a team. Matt has grown a lot. Martin added a lot.
    - Marta and Carol both got very good feedback about the trainers
    - There was a lot more interaction with participants than there has been in the past
    - The trainers added an activity where they went around the circle and asked everyone to say how they are a gatekeeper
      - Felt like it gave people a chance to realize their power and what they can do with it, reframed it in a positive way.
    - The trainers said Deena told them a lot of our feedback beforehand and made sure they were really prepared for us
    - The trainers did impromptu breakout groups around people's career fields and gatekeeping
    - Some disappointment with law enforcement's response compared to other officers at other trainings. Felt like there was some progress though.
  - **2018 Trainings**

- Need to have a conversation to firm up our roles moving forward in order to make the 2018 trainings run smoothly and spread out the logistics work
- Lisa is taking the lead on childcare
  - Lisa will write up her ideas for childcare qualifications
    - Definitely need 2 adults. Possibly require background checks.
    - Could ask REI what other trainings do
    - Could ask Phyllis about CPC's child care requirements
  - Marta would like for the childcare providers to have been trained in social justice and/or REI
- Tabling opportunities
  - Building Bridges November 7 or 14? Ms. Bettie, Lisa, and Lexus will be there
  - Sept 29 5:00-7:30pm Bree Newsome at AB Tech
    - Katie needs to follow up with Ellie to let her know we will table
  - Sept 30 at Grant Center 3-6pm, Peace, Love, and Happiness community event.
    - Need to let them know if we will table
      - Let Ms. Bettie know if you can table.
  - Could ask other alumni if they want to table