

**LEAGUE OF WOMEN VOTERS OF WINCHESTER**  
**Open Meeting, December 8, 2020 - by zoom**

FACILITATOR: Kim Foley

SECRETARY: Jean Herbert

**ATTENDEES:**

Steering Committee - Lynne, Brodsky, Marilyn Mullane, Jeanette Kolodziej, Meredith Crowley, Sonya Rao, Caroline Shamu, Michele Nathan

Members – Gloria Legvold, Judy Blaine, Vicky Coccoluto, Maggie Russell, Sandy Thompson, Cindy Crothers, Patty Shepard

Kim called the meeting to order at 7:08

**Minutes** – The November minutes were approved.

**Treasurer's Report** – The Treasurer's Report was deferred until January.

**Membership** – Kim reported that we had reported 87 members to LWVUS in 2020. We currently have 74 paid members, both new and renewals. Of these, 18 have paid online (about 25%). Vicky said that the total number is consistent with past years and we should expect more to come in before we need to report to LWVUS January 31.

**Communications Update** – Amanda was not present, but had sent an email stating that she has received materials from LWVMA about building a communications plan, using social media, etc., which she has shared with Sonya and Michele.

**LWVMA Gala** (Cheers to 100 Years) – Kim reminded us that the gala will be held virtually at 1:00 on Sunday, December 13. We can register online by December 11. The cost is \$25.00. Kim thanked Marilyn for writing the description to nominate Judie Muggia as one of the 35 “formidable women” who will be honored at the gala.

**Moveable Feast** – Merry reported that lunches were delivered to over 190 employees in seven different locations around town. She used two vendors who supplied sandwiches and cookies (D'Agostino's and La Patisserie). Merry thanked the League members who helped deliver the lunches to the various locations: Marilyn, Vicky, Robin, Jeanette, Kim, and Amanda. She will report the final costs at the January meeting. She has received many thanks from the town employees. Photos were taken and will be sent to Lauren for publication. Merry suggests extending the hours next year to 11 – 3 in order to accommodate more employees' lunch hours.

## **SPECIAL PROGRAM – Patty Shepard and Sonya Rao**

Patty first asked permission to record the program so others not in attendance might access it later. There were no objections.

Patty reminded us that she, Lynne Brodsky, and Jeanette had participated in three Facebook Live events with MAWOCC (Massachusetts Women Of Color Coalition) and led the Open Meeting last December to report on their activities. Since then, they had one additional Facebook Live event, but then their main contact left MAWOCC. MAWOCC continues to work with other leagues across the state.

Patty shared a screen with suggestions for an agreement among the discussion participants. These included listening actively, speaking from one's own experience, sharing what is learned but keeping names confidential, stepping up and stepping back.

Unconscious Bias – Patty defined this briefly as negative associations that people unknowingly hold and that are expressed without conscious awareness.

Patty summarized by saying that it is something we all have and because it is unconscious we do not even know we have it. She directed us to links for several tests we could take that would demonstrate our own unconscious biases.

Color Blindness – Sonya talked about color blindness from her personal perspective. She stated that she is not an expert in the field of race relations, bias and discrimination, or sociology/psychology. She talked about racial colorblindness being a false concept that minimizes the experience of people of color and ignores systemic racism. White people may say they do not “see color” in order to be seen as an ally in the fight against racism, but this comes from a place of privilege because people of color live in a world that “sees” skin color. While probably well-intentioned, saying you are racially colorblind is problematic because it ignores the reality of racial bias and systemic racism. Sonya urged us to keep having these important conversations about bias and discrimination, even if they are uncomfortable.

Micro-aggressions – Patty showed a two-minute video of young women responding to statements they hear that might seem harmless but that reveal hurtful biases about their race or religion. She then invited each participant to comment on their experience of the video and possibly describe a time they were involved with a micro-aggression.

Patty ended by directing us to a list of online resources, found as an addendum to these minutes.

## **New Business**

Maggie mentioned a news report about the LWWUS disbanding a Nevada league. We do not know the details, but it was suggested that the Nevada league had been in violation of nonpartisan and DEI policies as outlined in LWWUS bylaws.

Patty reported that some League leaders from all over the US who are women of color are meeting regularly and providing important input at the national level. She also pointed out that the current LWWUS president is black and this seems to be a good time to address issues that have been ignored historically.

Lynne reminded us that the town calendar comes out in January with the dates of municipal elections. She will ask Amanda to publish this information on our web site. Lynne also said she received an email from a partisan activist she knows about a lawsuit to get rid of mail-in ballots in Massachusetts. She says we should explore the LWWMA position on this issue.

Jeanette directed us to an excellent Facebook Live talk by various voter administrators hosted by LWWUS. Three women voter administrators (from FL, SC, and NJ) spoke about how the recent election went in their states.

**Kim ended the meeting at 8:30 PM.**

Next Meeting: Tuesday, January 12, 7:00 – 9:00 PM

Zoom Host – Marilyn Mullane

Facilitator – Jean Herbert

Secretary – Amanda Littell-Clark

**ADDENDUM** - Patty provided the following list of resources.

<https://www.lwv.org/league-management/dei-webinars/lwv-diversity-equity-and-inclusion-webinars> for many additional resources on these and related topics from the LWWUS Webinar:

**Microaggressions - September 24, 2020** - This webinar explored microaggressions, how they form, how to recognize them, and how to prevent them.

[A recording of the webinar is available here.](#)

- [Why Microaggressions Aren't So Micro \(TEDx Video\)](#)
- [Eliminating Microaggressions: The Next Level of Inclusion \(TEDx Video\)](#)
- [Examples of Workplace Microaggressions \(Video\)](#)
- [10 Moments in the Workplace Black People Know Too Well \(Video\)](#)
- [Teenagers Discuss Microaggressions and Racism \(Video\)](#)
- [3 Ways Racial Microaggressions Sneak Into Our Lives \(Article\)](#)
- [Identifying and Overcoming Microaggressions Towards Individuals with Developmental Conditions \(Article\)](#)
- [Unmasking Racial Microaggressions \(Article\)](#)
- [Microaggressions Are a Big Deal: How To Talk Them Out and When To Walk Away \(Article/Audio\)](#)
- [When and How To Respond to Microaggressions \(Article\)](#)
- [You've Been Called Out for a Microaggression: What Do You Do \(Article\)](#)
- [Microinterventions for Maximum Effect \(Article\)](#)
- [Being "Color Blind" Doesn't Make You Not Racist \(Article\)](#)
- [Color Blindness is Counterproductive \(Article\)](#)
- [Interrupting Bias: Calling Out vs. Calling In \(Article\)](#)