

**Hartford Committee on Racial Inequality
Committee Minutes for the meeting of March 7th, 2018.**

In attendance: Michelle Boleski, John Hall, Simon Dennis, Sara Campbell, Allene Swienckowski (by tele conference.)

Absent: Ann Reynolds, Becca White, Nancy Russell

The Chair called the meeting to order at 7:10.

Sara moved passage of the minutes of, Michelle seconded. All were in favor and the motion passed unanimously.

Future Committee Charge

The Chair explained the process so far covering logistical elements of the charge. And offered to read the charge as it stands.

Do we want to change the name?

**Proposed Hartford Committee on Racial Inequity
Committee Charge**

Terms

Committee members shall serve two-year terms beginning on the date of appointment which may be renewed indefinitely at the discretion of the Selectboard and School Board. Time served on the first (ad-hoc) HCORI, will count towards the first term.

Constitution

This advisory committee will be constituted of seven members comprised of one Selectboard member, one Schoolboard member and five community members who will represent both Selectboard and School Board. Each member will have equal weight in discussion and voting. The Committee will elect its own Chair, Vice-Chair and Clerk.

Applicants for up to two seats on HCORI may reside outside of Hartford.

Selection Process

Vacancies will be filled through a two-step process. 1. HCORI will vote to recommend applicants to the Selectboard and Schoolboard. 2. These recommendations will be ratified or rejected by a vote of each the Selectboard and the Schoolboard.

The Chair reviewed the existing charge:

Original Charge

1. To decide upon recommendations to the Selectboard and Schoolboard regarding measures that will address and challenge instances of racism, such as racial diversity, sensitivity or implicit bias training program(s) for attendance by the Selectboard, Schoolboard, and others for the purpose of supporting people of color in our community; ensuring that Hartford is a safe and welcoming place.
2. To decide on recommendations to the Selectboard and Schoolboard regarding other actions that Hartford can take to respond to incidents of racism, such as, but not limited to, the implementation of policy regarding ethical standards for comporment and accountability of elected officials and how the Town will respond in the event that they are not adhered to.
3. To communicate about recommendations with the Selectboard and Schoolboard at their regularly scheduled meetings, and with the general public as appropriate at public forums.

Proposed Charge

- I. The committee shall recommend means and procedures by which the Town and the School District should endeavor to identify biased outcomes with measurable racial disparities in areas that include, but are not limited to:
 - A. Affordable housing within the five villages
 - B. Opportunities for employment by the Town and School District
 - C. Quality and affordance of childhood education
 - D. Impact of Town bylaws, ordinances and policies on residents of Hartford
 - E. Application of laws and ordinances by police and court appointed officers (e.g., social workers and probation officers)
 - F. Application of administrative actions to school children

Where “racial disparities” is understood to be observable disadvantages in the aggregated experiences of people identifying as one ethnic group when compared to the aggregated experiences of people identifying as another ethnic group.

Allene brought up the question of broadening the Committee’s Charge.

And said that the committee should be focused on the needs of single women experiencing poverty. John asked what are the social groups that we will specifically focus on.

John asked, have we supported people of color in what we have done or what we are doing?

How we can effect and make recommendations to help institutions in our town recognize their bias and the ways it affects people of color. To look at your own biases is a personal thing.

It is also important that the rest of the community understands our charge to be. Therefore we need to help people to recognize their own biases.

We have to have some way of addressing the real institutionalization of racism without making people feel attacked.

It was agreed that we would declare an auxiliary meeting to take place at Allene's house. March 23rd, at 6:30. This will need to be declared.

Sara mentioned that the second, third and fourth bullets listed below capture the essence of our charge.

Points of Interest

- To help the Town of Hartford to become the town most hospitable to people of color in the State of Vermont.
- To give a voice to people of color; to support people of color.
- To help the residents of Hartford raise awareness of the experience of people of color living in Hartford and Vermont.
- To help the residents of Hartford increase cultural competencies through cultivating greater understanding of implicit bias, white supremacy, institutional racism, (impact and their prevalence)
- Diversity of professional training and recruitment
- How can Hartford be more welcoming to business owners and entrepreneurs of color?
- To go beyond celebrating are difference we must practice our difference. We must acknowledge, respect and express them in everyday life
- Possible examination of social and financial impact of potential changes in use of incarcerated labor.

Sara moved to close the meeting at 9:02. Michelle seconded it. All were in favor and the motion passed unanimously.

Submitted by Simon Dennis