

Town of Hartford Committee on Racial Equity & Inclusion

Thursday, April 16th, 2020 6pm to 7:30pm

Video Recording:

https://zoom.us/rec/share/2dNvCaDd-l1LUlnE1wLAQpViT42iX6a82ikW_MOxUZRfN_sFf7cqzJ_yHJjJwey

In attendance via Zoom:

- Committee members: Joe Major, John Hall, Sara Campbell, Allene Swienckowski , Michelle Boleski, Ann Raynolds, Alicia Barrows
- Community Members: Rebecca Whitney, Jameson Davis, Kim Souza, Patrick Autilio

The meeting began at 6pm. No amendments were recommended for previous minutes.

Ann moved to pass the minutes. Sara Seconded the motion.

The motion passed unanimously.

The committee reviewed new appointments from the Selectboard and School Board:

- Joe Major and Alicia Barrows were appointed to HCOREI from the Selectboard
- Michelle Boleski and Nancy Russell were appointed to HCOREI from School Board

The group discussed nominations of committee officers for Chair, Vice Chair and Secretary.

For the position of Chair:

- John Hall, current Chair was nominated by Ann Raynolds for Chair
- Allene Swienckowski nominated herself for Chair

Votes by Committee Members for position of Chair - Roll call to tally votes:

1. Alicia - Allene
2. Allene - *abstain*
3. Ann - John
4. Michelle - Allene
5. Joe - Allene
6. John - Allene
7. Sara - John

Allene Swienckowski was elected Chair.

For position of Vice Chair:

- John nominated himself

Unanimous vote by committee for John Hall.

John Hall was elected Vice Chair.

For the position of Secretary:

- Ann Raynolds and Joe Major nominated Sara Campbell

Unanimous vote by committee for Sara Campbell.

Sara Campbell was elected Secretary.

The group discussed the Covid19 Rapid Response Grant Fund offered by the Nellie Mae Education Foundation:

- Opportunity to reach out to the Asian American community in the Upper Valley
- \$15,000 - 6 months. (Only one rapid response grant in 12 months)

HCOREI's initial plan, to be developed further, would be to fund an Ombudsman to fulfill the need in our community to receive complaints from POC, specifically complaints from the Asian community about increased incidents of discrimination, possibly related to covid-19 virus.

- Data of said incidents would need to be collected.
- Need to collaborate with someone who has close ties to the local Asian American community - Dr. Diana Wu and Greg Crowley a DEI from HR at DHMC are potential partners.
- Need approval of committee to explore grant opportunity and reach out to potential collaborators/partners

Sara made a motion to form a sub-committee headed by Allene to explore this grant.

Ann seconded *

Discussion - sub-committee needs to develop a good definition of ombudsman according to our needs and purpose. Noted that Xusana Davis is also pursuing grants on behalf of the state to collect healthcare data around the impact of the virus on minority groups. Rapid Response Grant is not a state level opportunity

The motion passed unanimously

* Rebecca Whitney is interested in assisting in this effort as a community member on the sub-committee

The group discussed current open committee seat(s) and the slate of current eligible applicants and future scheduled interviews:

- Two previous applicants are now Selectboard members
- Two interviews of applicants who are still eligible were completed before our break - Patrick Autilio and Peggy Richardson
- Two additional applications have been submitted and need to be interviewed
- Has anyone asked Jamison Davis if he would join the committee with his current time constraints?

Michelle - Made a motion to set a deadline for applications to be submitted by the close of business, April 30, 2020. interviews will be conducted between now, April 17, 2020 and prior to the May 20, 2020 meeting. Discussion of applicant interviews and deliberation to make a recommendation for a new committee member will occur at the May 20, 2020 meeting, in Executive Session. The motion was seconded by Allene.

The Motion Passed Unanimously

The group began a discussion and review of the recently completed Equity & Inclusion Strategic Plan. The document was shared via a link (later emailed as an attachment to individual committee members). Initial observation:

- Needs adjustments in regards to when the School Board approved and had School Board members join the committee.
- Needs correction of the term “disband” on page 9. The committee never “disbanded.”
- Need to confirm dates for the Strategic Plan presentations to the School and Select Boards.

Sara Campbell made a motion to table the Strategic Plan discussion to next meeting - Although no vote was taken on the motion, the group agreed to add the item to a future agenda

Allene will send an email confirmation for the new two meeting - tentatively scheduled for May 6th and 20th

Alene made a motion to adjourn. Meeting adjourned at 7:37pm

Minutes recorded by Sara Campbell and submitted by John Hall