

Town of Hartford Committee on Racial Equity and Inclusion

Wednesday, April 21, 2021

6 pm – 7:30 pm

Minutes, Amended

In attendance: Allene Swienckowski (she/her), Joe Major (he/him), John Hall (he/him), Sara Campbell (she/her), Ann Raynolds (she/her), Russell North (he/him), Giavanna Munafo (she/her)

6:03 pm Call to order

Approve minutes from April 27, 2021

- Motion: Ann moved to approve, John seconded
- Amend: on p. 2 comments about training, last bullet, should be “to have facilitators in break-out groups”
- Passed with amendment, unanimously

6:05 pm Acknowledge and welcome community members

- Michelle Boleski, Audrey DeVost, Pat Autilio

6:07 pm Welcome OQS Family Equity Team

- Tabled; team unable to attend; will reschedule

6:10 pm HCOREI webpage on Town website

- Page out of date, inconsistent member dates listed; updates to be sent to Lana Livingston

6:15 pm HCOREI Online Resource Library

- Reviewed site; discussed changes
- To be live from district diversity and equity page ASAP, as well as other town websites (libraries, etc.)
- See < <https://hartfordvtdiversityequityresourcelibrary.com> >

6:30 pm Vote on new subcommittee

- Ann read mission of Racial Harassment and Discrimination Response Research Subcommittee (members: Ann, Pat, Michelle John)
 - Mission: The Racial Harassment Response Research subcommittee will collect information on the tracking of racial harassment, abuse, and threats as well as potential hate crimes. The research will focus primarily on Hartford and how this information links to other governmental agencies in Vermont. If there are appropriate recommendations, they will be brought to HCOREI.
- Motion: John moved to establish subcommittee; Sara seconded; no discussion; passed unanimously

6:35 pm Review of HCOREI mission statement and norms

- Tabled, will revisit at 5/5/21 meeting

6:38 pm Discussion: Juneteenth event

- Lyman Park this year, 3:30-6 pm, with support from Town for managing the area, etc.
- Picnic, open to all, BB lunches for those without; permit submitted; music, performances, etc. to be lined up; limiting “talking heads” to 30 mins or so (including an official Proclamation)
- Discussed many ways to promote
- Motion: Sara moved to create Juneteenth Subcommittee; seconded by Ann; no discussion; passed unanimously; members: Joe, John, Ann, Sara, Allene

6:55 pm Discussion: affordable housing

- State-level efforts to increase affordable housing; concerns about how much will happen and what might “trickle down” to towns; also noted question about connection to Act 250

7:05 pm Subcommittee break-out meetings

7:25 pm Return to full committee, subcommittee reports

- **Education**

- Discussed VT Digger 4/18/21 article, “Report Finds Striking Disparities That Effect People of Color in Chittendon County;” 2020 annual ECOS annual report of particular interest because it disaggregates findings
- Diversity Coordinator for district hired, starts July 1; need to press for public announcement, etc. to spread good will and assess concerns, etc.
- DHMC and BIPOC: many anecdotes about non-welcoming environment, concerns about care; new committee recently created to address these issues; will learn more for future discussion
- Town Equity Team not meeting again until September, composition of team will change; important for team not to be comprised only of district employees

- **Policy**

- Town manager is evaluating policies
- Subcommittee to review HR policies

7:40 pm Adjournment

- Sara moved to adjourn