

Town of Hartford Committee on Racial Equity & Inclusion
Wednesday, October 2nd, 2019
6pm to 7:30pm

In Attendance: John Hall (Chair), Sara Campbell (Vice Chair), Kim Souza (Clerk), Ann Reynolds, Michelle Boleski, Allene Swienckowski, Peggy Richardson (Community Member), Curtis Reed & Mary Gannon (Vermont Partnership for Diversity)

Chair called the meeting to order at 6:10pm

Ann moved to amend the 09.04.19 minutes to indicate that she agreed to be in contact with Tom Debalsi regarding available educational funds and to talk with Kevin Christie about future legislation. Ann made the motion to accept the minutes as amended. Allene seconded and the vote to pass the amended minutes passed unanimously.

Discussion of HCOREI Mission Statement

A concise mission statement will be a good way for folks who don't know what HCOREI is about to understand who we are.

Curtis Reed suggested that a mission statement will answer questions such as:

'What do you want to do?'
'How will you do it?'
'Why do you want to do it?'

Allene shared the Lebanon HS Black Caucus mission statement. It notes 'identity and place' and 'include the dominant culture'.

Kim suggested we use the committee's charge as a reference.

Sara has collected relevant parts of mission statements from comparable groups.

Sara made a motion to establish a sub-committee to consolidate the brainstorming notes into a draft mission. Ann seconded the motion. John, Kim & Sara volunteered to join the mission drafting sub-committee. The motion passed unanimously.

Update from Vermont Partnership Team

Curtis reported that they have met with about half the department heads thus far. They've also met with The Haven, local clergy, National Parks Service, Two Rivers Planning Commission, RISE! Upper Valley & UVIP.

An equity & diversity audit tool has been given to Town Manager and Brannon is expected to distribute it for completion throughout the Town departments. They are working for a similar survey/tool for the School District employees.

Curtis & Mary will amend the dates of the contract to make up for the project time lost during the month of August.

Mary shared some of her interactions with the School District leadership. She's had productive meetings with the admin team and rolled out the scope of work she plans to do with them.

Meeting Updates

Allene described her first meeting with the Lebanon High School Black Caucus. They talked about what they considered "home" to be. Sara noted that all student groups in Hartford Middle School are initiated by students with the sponsorship of a faculty member. How could we support students of color who might not know who to approach for a black caucus student group?

Ann attended a forum called Understanding the Welcoming Hartford Ordinance. She felt it was very well presented with concise points of information that will be helpful when voters are trying to understand the ballot option.

Other Business

Ann shared the response from Tom Debalsi regarding available training funds. Tom says there are currently no unallocated funds for training and that they are waiting for training recommendations to come out of the Strategic Plan for Inclusivity and Equity.

Vermont Partnership for Diversity hosts their annual conference, [Vision for a Multicultural Future](#) taking place on Nov 7 & 8 in Brattleboro, VT. Registration is close to full. Allene & Kim are considering attending if scheduling/funding can be accommodated.

Upcoming meeting dates (**beginning at 6pm**) are:

Wed Oct 16
Wed Nov 6
Wed Nov 20
Wed Dec 4
Wed Dec 18
Wed Jan 15

The motion to adjourn at 7:40pm was made by Allene. Seconded by Kim.

Respectfully submitted by Kim Souza, Clerk.