

## **HCOREI Meeting Minutes**

10/16/18

7:00 PM

In Attendance: Ann Raynolds, John Hall, Michelle Boleski, Kim Souza, Sara Campbell, Allene Swienckowski, Jameson Davis (late)

Absent – Nancy Russell.

Community Members: Peggy Richardson, Stanley Swienckowski,

Call to order 7:04

Discussion of which night to meet. Tuesday vs. Wednesday. Nancy is unable to attend Tuesdays. Waiting until Jameson arrives to finalize schedule.

Ann asked if Fred Randall was able to join. Consensus was that he was no longer available. Ann will work on contacting another potential committee member.

The motion to pass the [minutes from the October 2<sup>nd</sup> meeting](#) was made by Ann and seconded by Allene. The motion passed unanimously.

The motion was made by Sara to nominate Kim Souza as the committee Clerk and seconded by Allene. The motion passed unanimously. Sara offered to assist with note taking. Kim will edit and submit minutes.

The committee read through the approved [Charge](#) and the list of previously established objectives.

There was discussion relating to roots of racism and consideration of focusing energy on those being oppressed by racism.

John proposed that each committee member express the area of work within the charge that they are most interested in working on.

Ann chooses to focus on educational aspects though she noted that they have not yet had great reception. Also – Criminal Justice Reform which has been her ongoing work.

Kim noted that the charge has now been approved, so we can begin the process to get RFPs out for cultural sensitivity training within the School & Town. The school might be more receptive to professional guidance via official training.

Michelle noted that the Schoolboard was informed that the Superintendent and Asst. Superintendent were to have training, then administrators, and ultimately the staff.

There was discussion around the School's bullying policies and that they tend to be more reactive and consequential than proactive and preventative.

Ann noted that Vermont NEA is working on teacher trainings.

Jameson expressed an interest in working with groups of students. Has had very good experience with Marion Cross School students visiting VLS for Environmental Racism presentation. He's like to work more grassroots, 'from the bottom up, rather than top down'.

We will make sure that any outreach is within the scope of the charge.

John noted that it might be useful if we could find out if the school has any evidence of the current curriculum being effective. Are there monitoring reports and ends policies? Is there evidence that the school is meeting ends policies?

Jameson asked if was possible to acquire grant funds to help fund trainings &/or outreach? He noted that the Sister City Committee was able to achieve grant money to help fund their work.

Sara expressed interest in working on objectives 1 and 4, which includes helping to identify & collaborate with other anti-racism groups in the region and to advance and support local education that will help to expand the range of concepts and vocabulary that facilitate deeper conversations about bias, race and systemic discrimination.

Kim expressed a preference to work on the RFP process, disseminate the requests among various racial justice groups and continue work on guiding Town policies.

Allene expressed a preference to remain focused on education and criminal justice.

There was additional discussion around reaching out to existing local resources. States Attorney, David Cahill, State Reps, etc.

John will begin the process to lay the ground work for a Strategic Plan for Equity and Inclusion.

Michelle expressed an interest in creating a resource pool for teachers who are interested in more information on the topic of race and racism.

There was discussion on how our committee can best share resources. Does it compromise open meeting laws if we share articles via group email or google docs? The consensus was, yes. We should avoid sharing documents, articles and resources electronically. Sara will establish a 'read only' google folder that members can access, but not edit. We can submit materials to Sara to post on the google drive in read only format.

The committee decided to change meeting dates from Tuesdays to Wednesdays beginning, Weds, November 7<sup>th</sup>.

Sara made the motion to adjourn the meeting. Allene seconded. The motion passed unanimously.

Respectfully submitted by Kim Souza.