

Hartford Committee On Racial Equity and Inequality

Meeting Minutes

12/5/2018, 7:00 PM

In attendance: Michelle Boleski, Allene Sweinckowski, John Hall (Chair), Ann Reynolds, , Sara Campbell (Vice Chair)

John called the meeting to order at 7:05.

Allene moved to pass minutes from [11/07/2018](#), Ann seconded. The minutes were passed unanimously.

The committee was planning to consider recommendation for Peggy Richardson's appointment to HCOREI.

Ann moved to table new membership until after the new year. John seconded: Passed unanimously.

The committee began to draft a mission statement, beginning with this initial wording, submitted by Ann:

*Whereas, the town of Hartford VT with the Hartford school board, created a standing committee designated Hartford committee on racial equity and inclusion (HCOREI); and
Whereas, the creating of the HCOREI standing committee is a first step to welcoming people of color (POC) to live in Hartford, VT.
Therefore, the membership of HCOREI of this date affirms the following mission statement.
HCOREI members will study and report to the hartford boards efforts toward dismantling:
Neglect of factual history which must include history of genocide of Native Americans (Indigenous peoples), the brutalizing history of slavery and the slave trade principally of Africans who are now Americans; history of Jim Crow segregations (government sponsored in housing) and lynchings into the mid-20th century and current day targeting of POC by police with over representation of POC in criminal incarceration inherently proving slave labor once again; providing information for an RFP on creating training for both all town and school personnel promised in the charge to hcorei by the town and school boards.*

Allene suggested a focus on inclusivity - women and other groups. Ann responded that this is not in our charge; the charge is specifically about race. Sara added a focus on intersectionality. Allen also suggested a focus on current experiences of people of color.

Adding clauses

1. How people of color are affected in todays society - in terms of employment, promotions
2. How do you deal with the reaction of white people on these discussions

John suggested breaking the mission statement out into three areas:

1. Purpose
2. Vision

3. Current experiences of people of color

The charge was reviewed and read out loud in order to align the mission with the committee's charge.

Mission Statement workshopping to be done by the next meeting - Sara and John nominated to workshop it.

Sara made a motion to workshop the mission statement outside of committee meetings. John nominated Sara and John to do the workshop. Ann seconded: Passed unanimously.

The committee decided on meeting dates for the first half of 2019 in order to solidify meetings and attendance for the next year. Some questions still under consideration: 1) How do we handle the pop-up (ad-hoc) meetings? 2) How do we work with the folks who are generally not in the room.

Meeting on December 19th - everyone present can make it.

Projecting beyond January: We need input from other all committee members so we know when you cannot be here. Committee will look into setting up a recurring Zoom/Call-in meeting.

Meetings will be twice a month (rather than every other week) with the exception of July; First and Third Wednesdays of each month.

January 16, 2019

February 6, 2019

February 20, 2019

March 6, 2019

March 20, 2019

April 3, 2019

April 17, 2019

May 1, 2019

May 15, 2019

June 5, 2019

June 19, 2019

July 3, 2019 (skip)

July 17, 2019

Allene made a motion to accept the above meeting dates. Sara seconded: Passed unanimously

Michelle gave an update on the School Board:

- money in the budget for training next year.
- focus on free online implicit bias training for this year.

Michelle's hope is to create modules that people could utilize until next academic year. Is it possible to create a resource guide? Sub-committee will meet about what those recommendations could be.

Discussion (and reminder) of 794 (<https://legislature.vermont.gov/bill/status/2018/H.794>)

Ann has proposals for training for March and April - Approved by St. Pauls.

One of the things they are going to suggest where and how to get the implicit bias test.

Committee will consider notifying the boards of when this training is happening (with SURJ and UVIP - anyone in the Upper Valley - "United Valley")

The committee received a handout from John - ([Data Quality Assessment Tool for Administrative Data](#)) about the collection of data, in order to get a layman background on what good data and good data collection programs look like - When is data poorly designed? When are there things missing? How to recognize "good" data...

Can we see the current data being collected?

Allene has spoken with people at Geisel about their work collecting data on local POC involvement in STEM education.

Sara suggested looking into Equity Solutions Vermont as a potential partner.

Allene moved to close. Michelle seconded.

Submitted,
John Hall, Committee Chair