

# AGENDA

Town of Hartford Committee on Racial Equity and Inclusion  
Wednesday August 4th, 2021  
6:00 PM to 7:30 PM

To participate in this meeting, you will need a Zoom Account.  
Use the following link to sign-up for an account if you do not have one already.

<https://zoom.us/signup>

Once you are able to sign into Zoom attend this meeting. By using this link.

<https://zoom.us/j/7699599533>

Meeting ID **769 959 95**

One tap mobile (phone)

+13017158592,,7699599533# US

<u>Time</u>	<u>Agenda Topic</u>	<u>Committee Action</u>
6:00 PM	Call to Order Approve Meeting Minutes (see attached draft)	Move to approve Meeting Minutes
6:05 PM	Acknowledge and welcome community members (input)	
6:15 PM	Review Declaration of Equity, Inclusion, and Justice ( <a href="#">see attached draft</a> )	Move to recommend adoption of declaration to Selectboard
6:30 PM	Review committee education goals ( <a href="#">see attached draft</a> )	Move to adopt (and/or ammend)
6:45 PM	Draft and discuss Policy goals	
7:20 PM	New Business	
7:30 PM	Adjourn	

Town of Hartford Committee on Racial Equity and Inclusion  
Wednesday July 7th, 2021  
6:00 PM to 7:30 PM

Members present: Allene Swienkiwski (she/her) , Giavanna Munafo (she/her), John Hall (he/him), Sara Campbell (she/her), Russ (he/him), Joe Major (he/him), Ann Raynolds (she/her), who else?

Time	Agenda Item
6:15 PM	Call to Order Approve 7/16/21 Meeting Minutes Ann moved to approve Allene seconded Passed unanimously
6:17 PM	Acknowledge and welcome community members (input) Present: Molly Armbrust, Brigid Armbrust, Pat Autilio, Ally
6:19 PM	Review Lebanon City Council's proposal to establish DEI commission Item came to our attention from Valley News reporter who reached out to John, town wants to establish committee similar to HCOREI <ul style="list-style-type: none"><li>- Leb. School board has discussed over last year</li><li>- Must pass a law, just City Council</li><li>- Public hearing in late July</li><li>- Share our charge with the City Council</li><li>- In what ways might we support this effort?</li><li>- Once approved, town will need to identify specific issues and roles, etc.</li><li>- Value in us attending the hearing? Yes, if we can, to support the overall effort</li></ul>
6:20 PM	Review remaining education and outreach goals for 2021 <ul style="list-style-type: none"><li>- Resource Library<ul style="list-style-type: none"><li>o Eliza leaving us so we need someone to take on keeping the resource library up to date, etc.</li><li>o Any program at HHS? Honors program student (2-3 years)?</li><li>o Two student reps to school board (it's a credit course)? They have a junior and senior, so one of them on for 2 years.</li><li>o 1-3 hours/week for managing the library</li><li>o The senior could mentor the junior into the role</li><li>o HHS IT support on site also available</li></ul></li><li>- Collaboration and cooperation with other DEI efforts:<ul style="list-style-type: none"><li>o BARWE a key connection, Allene has been attending their meetings</li></ul></li></ul>

- More community involvement in advisory group to district, all current members of district employees, needs to broaden involvement with more people who bring deeper involvement with the issues
- Maggie is key here too, she will join us ASAP
- How diligent is the school board in supporting her and pushing this agenda forward? Board is committed, specific board policy deals with this topic, superintendent knows board expects annual report
- HCOREI recommendations need to go to school board not to the superintendent (who is an employee who reports to the board)
  - We need to expect pushback from parents, etc., still very little info being shared widely, refusal to put Diversity Coordinator hire in VN
  - Recommendations need to be made from working group to HCOREI then to board, not only informally or from individuals
  - Bring recommendations to the appropriate board at their meetings

Sara makes a motion that **“Working group recommendations are to be formally brought to HCOREI for discussion and, if approved, then formally made by HCOREI to the appropriate board/s”**; Ann seconds; passed unanimously

- HCOREI was charged with creating three workshops for school board (members of the board and/or school staff/faculty?), as stated in strategic plan, so we are still holding that responsibility for two more

- 7:00 PM      Review remaining Town & School policy goals for 2021
- Policy working group drafted a recommendation that will come to HCOREI that would go to Select board re: providing all policies and creating a “policy on policies” – should be on HCOREI agenda ASAP, likely August
  - Sara will share policy working group goals
  - Housing working group goals tba, absolutely crucial to address
- 7:23 PM      Cancel 7/21/21 HCOREI meeting?
- Discussion; resolved that we will meet next 8/4/21
- 7:34 PM      Election of HCOREI Vice-Chair
- Ann nominates Sara
  - Vote was unanimous
- 7:36 PM      Adjournment  
Joe moved to adjourn

## **Hartford, Vermont Declaration of Equity, Inclusion, and Justice**

The Town of Hartford, Vermont welcomes all people and commits to ensuring that every community member is treated with fairness and dignity. As a town, we condemn discrimination in all of its forms and strive to be more vocal and forthright in achieving equity, inclusion, and justice for all Hartford residents.

We strive to achieve the following goals for our community. Though these goals are stated in the present, they indicate our intentions for the future. As our town evolves and changes, our intentions will align with those changes:

**Engaged and Welcoming Community:** We support open and broad community conversations that ensure all voices are heard. We advocate that all members of the Hartford community feel safe and supported due to a range of equity and inclusion policies and practices.

**Equitable Opportunities:** Our residents have equitable access to services, employment, and programs. We strive to provide low-cost services, an affordable tax rate, and affordable housing for our community.

**Strong and Stable Economy:** Hartford is powered by an evolving and culturally connected economy. Our town is a place where diverse local businesses thrive and are valued by the community.

**Environmental Sustainability:** We are inspired by the Iroquois Seventh Generation Principle to make decisions that take into account the impact on future generations. When making these decisions, we approach them from an environmental and climate justice perspective.

**Resilience:** Our town departments are well equipped for natural disasters, such as hurricanes, floods, and wildfires, and plan their response with an understanding of how these crises affect our most vulnerable community members.

**High Quality Learning Opportunities:** Hartford has extensive, life-long learning opportunities that continually improve our natural, social, and professional environments for all residents.

**Functional Infrastructure:** Hartford has a thoughtfully planned and well-maintained infrastructure that allows people of all backgrounds and abilities to access its resources.

**Visionary and Responsive Governance:** We encourage the participation of diverse voices by making government more accessible and by listening to public input. Hartford commits to investing in continual staff and board training around topics related to implicit bias, racism, and equity at the municipal level.

## ***Acknowledgments***

*This Declaration was crafted by members of the Hartford Committee on Racial Equity and Inclusion and members of the Hartford Selectboard. The language and structure of the Declaration was inspired by the Town of Pittsford, Vermont’s “Declaration of Inclusion,” the Vermont League of Cities and Town’s “Statement of Equity and Racial Justice,” and Hartford, Vermont’s “Strategic Vision for the Future of Hartford, Vermont.”*

# Education Goals

Fall 2021

## Resource Library

- Need someone to fill role of maintaining the Resource library
  - 1-3 hours/week for managing the library (this should be paid)
  - Any program at HHS? Honors program student (2-3 years)?
  - Two student reps to the School Board (credit course)?
    - The senior could mentor the junior into the role
- HHS IT support on site also available (how can we utilize)?
- Plan future (2-year) of RL website
  - Audience(s)
  - Collaborate with Equity Coordinator
  - Integration with other HSD efforts?

## Collaboration and cooperation with other DEI efforts

- Connect with BARWE a key connection (via Katie & Allene)
- Encourage HSD equity advisory group to incorporate more community involvement in
- Participate in the School Board's community engagement initiative, including workshops\*<sup>1</sup>

## Improve HCOREI recommendation process

- Recommendations need to be made from working group to HCOREI, then to board(s)
- Need to go to School Board, not to the superintendent
- Bring recommendations (and suggestions) to the appropriate board at their meetings (i.e. attend School Board community engagement meetings)

---

<sup>1</sup> \* We have confirmed with the School Board that this is the meaning of the **Equity and Inclusion Strategic Plan's** recommendation: *“Conduct three team building workshops with school leadership and HCOREI members to further reduce stereotyping and increase trust.”* (Town and School District of Hartford Equity & Inclusion Strategic Plan, 2020 [page 28])