

Town of Hartford Committee on Racial Equity and Inclusion

Wednesday March 17, 2021

6:00 PM to 7:30 PM

In Attendance: Allene Swienckowski (She/Her), Joe Major (He/Him), Sara Campbell (She/Her), Russell North (He/Him), John Hall (He/Him), Giavanna Munafo (She/Her), Nancy Russell (She/Her), Ann Raynolds (She/Her), Rachel Edens

6:00 PM Call to Order

Approve minutes from March 3, 2021

- Ann requested attendance update. Giavanna asked to removed "community members" in section about resource guide distribution.
- Amended minutes will be distributed.
- **MOTION:** Ann moves to pass, Russ Seconded.
- Passed Unanimously

6:05 PM Acknowledge Community Members

- Audrey Devost, Brigid and Molly Armbrust, Michelle Boleski, , Kim Souza, Pat Autillio

6:17 PM Committee Reorganization

- Elect new officers.
 - Clerk: Ann Nominates Giavanna Munafo, passed unanimously
 - Vice Chair: Ann nominates John Hall, passed unanimously
 - Chair: John nominates Allene Swienckowski, passed unanimously
- Chair - Allene Swienckowski
- Vice Chair - John Hall
- Clerk - Giavanna Munafo
- Board - Rachel Edens is new Selectboard Liaison
 - Joe, Nancy, Russ continue to serve
- John, Allene, Sara need to submit Letter to Selectboard/School Board for reappointment for two years.

6:46 PM Break into Subcommittees

7:05 Return from Breakouts

- **Housing** - no housing tonight
- **Policy** - update on the committee itself.
 - Recommendation at the last meeting - Tracy is prioritizing.
 - Policy research ongoing, town taking on policy as a priority
 - Reviewing through lens of equity, what is the right way to review them
- **Education**
 - Hiring committee for district equity coordinator job reviewing applications and setting interviews

- Discussion around requirements /qualifications experience in job posting.
Degree vs equivalency in transferrable skills
- Conversations about the role - how to get out in front of the position and help the community understand the role.
- Focus on taking feedback, meeting people where they are, not leading with things that scare them.

7:12 PM The Family Place - Familyplacevt.org

- Giavanna gave an overview of the Family Place and their work
- Starting a Equity and Anti-racism committee to evaluate all the Family Place activities

7:25 PM Discussion about how to best support victims of harassment

- Ways to collect information about harassment
- Potentially use an independent entity to collect anonymous reports and share them in specific ways that protect folks.
- Track for repeat offenders
- How to inform reporters b/c many are more ready to report when they are not the only one.
- Bill in legislature pending
- Other things we could be researching in the meantime?
 - Pat and Michelle and John to discuss next steps
- Continue next meeting

7:35 PM New business

- School board meeting Wednesday 3/24
 - Mary Gannon leading discussion on strategic plan
 - Publicize Meetings - suggestion to use school Facebook pages and in principal newsletters

7:37 PM Adjournment

John moves to adjourn