

**Town of Hartford Committee on Racial Equity and Inclusion
Wednesday, April 21, 2021**

6 pm – 7:30 pm

In attendance: Allene Swienkowski (she/her), Joe Major (he/him), John Hall (he/him), Sara Campbell (she/her), Ann Reynolds (she/her), Russell North (he/him), Giavanna Munafo (she/her)

6:03 pm Call to order

Approve minutes from April 27, 2021

- Motion: Ann moved to approve, John seconded
- Amend: on p. 2 comments about training, last bullet, should be “to have facilitators in break-out groups”
- Passed with amendment, unanimously

6:05 pm Acknowledge and welcome community members

- Michelle Boleski, Audrey DeVost, Pat Autilio

6:07 pm Welcome OQS Family Equity Team

- Tabled; team unable to attend; will reschedule

6:10 pm HCOREI webpage on Town website

- Page out of date, inconsistent member dates listed; updates to be sent to Lana Livingston

6:15 pm HCOREI Online Resource Library

- Reviewed site; discussed changes
- To be live from district diversity and equity page ASAP, as well as other town websites (libraries, etc.)
- See < <https://hartfordvtdiversityequityresourcelibrary.com>>

6:30 pm Vote on new subcommittee

- Ann read mission of Racial Harassment and Discrimination Response Research Subcommittee (members: Ann, Pat, Michelle John)
- Motion: John moved to establish subcommittee; Sara seconded; no discussion; passed unanimously

6:35 pm Review of HCOREI mission statement and norms

- Tabled, will revisit at 5/5/21 meeting

6:38 pm Discussion: Juneteenth event

- Lyman Park this year, 3:30-6 pm, with support from Town for managing the area, etc.
- Picnic, open to all, BB lunches for those without; permit submitted; music, performances, etc. to be lined up; limiting “talking heads” to 30 mins or so (including an official Proclamation)
- Discussed many ways to promote

- Motion: Sara moved to create Juneteenth Subcommittee; seconded by Ann; no discussion; passed unanimously; members: Joe, John, Ann, Sara

6:55 pm Discussion: affordable housing

- State-level efforts to increase affordable housing; concerns about how much will happen and what might “trickle down” to towns; also noted question about connection to Act 250

7:05 pm Subcommittee break-out meetings

7:25 pm Return to full committee, subcommittee reports

- **Education**

- Discussed VT Digger 4/18/21 article, “Report Finds Striking Disparities That Effect People of Color in Chittendon County;” 2020 annual ECOS annual report of particular interest because it disaggregates findings
- Diversity Coordinator for district hired, starts July 1; need to press for public announcement, etc. to spread good will and assess concerns, etc.
- DHMC and BIPOC: many anecdotes about non-welcoming environment, concerns about care; new committee recently created to address these issues; will learn more for future discussion
- Town Equity Team not meeting again until September, composition of team will change; important for team not to be comprised only of district employees

- **Policy**

- Town manager is evaluating policies
- Subcommittee to review HR policies

7:40 pm Adjournment

- Sara moved to adjourn