

## **Town of Hartford Committee on Racial Equity and Inclusion**

**Wednesday March 17, 2021**

**6:00 PM to 7:30 PM**

**Amended 4/12**

**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 Reynolds (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, Michelle, Ann, and John to discuss next steps (Amended 4/12)
- 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**