

## MEETING NOTES

### Town of Hartford Committee on Racial Equity and Inclusion (HCOREI)

#### Hartford Town Hall and Zoom

Wednesday, April 5, 2023

6:00 pm - 7:30 pm

#### In Attendance

- Committee Members: Sara Campbell - Chair, John Hall - Vice Chair (outgoing), Molly Armbrust – Vice-Chair (incoming)/Student Liaison, Pat Autilio – Clerk, Lannie Collins, Joe Major, Ally Tufenkjian, Miriam Wood
- Community Members: Marsha Autilio, Michelle Boleski, Heidi Duto, Patty Holmes, Mike Morris, Janelle Sahutsky, Kim Souza

#### Agenda Topic

##### 6:00 PM Call to Order

- Approve Meeting Minutes 3/15
  - **Motion: Joe, 2<sup>nd</sup>: Lannie, unanimous voice approval**

##### 6:03 PM Acknowledge and welcome community members

- Discussed origins and role of HCoreI in Hartford with Patty Holmes of WRJ.
- Marsha Autilio (Quechee) introduced history of DEI committee in Quechee Lakes
- Michelle Boleski (WRJ) – On racism in Hartford schools, a process has been developed process for addressing incidents.

##### 6:20 PM General Updates

- Joint School/Selectboard meeting
  - (No school board member in attendance). Russ North said previously that school board is aware of and in favor of the idea.
  - Ally: The idea of a joint meeting was introduced to Selectboard informally, but no action has been taken yet.
  - Kim: Have recommended Selectboard beginning listening sessions around Hartford again. Can include School board members on some of them.
- School Board Updates
  - *Membership* – no updates
  - *Equity Coordinator* – Molly: hiring committee has been formed to search for new equity coordinator. Molly is on the committee. Applications are coming in now, 14 so far. Screening process has begun.
- Town/Selectboard Updates
  - *Abundant Sun Training Report out* – Kim: Have requested the acting town mgr to ask Abundant Sun to present the survey results to the Select board and department heads. It's important the presentation include plenty of explanation of terminology and context.
  - *Community Safety Review* –
    - Lannie: RFP still under review. Kim: RFP is ready to go. Gail wants to the RFP bring to the selectboard again to review and approve prior to release. Funding for project begins in July of this year.

- John Hall: How does the selectboard track progress and timeline of other projects?
- Lannie: Selectboard could benefit from using a project tracking tool (when capacity is available with town staff to support a tracking tool.)
- *Charge Posting*
  - Sara: Sent completed charge to both boards for posting. No confirmation if it's been posted anywhere. Can't find it on either town or school web site.
- *Position Posting*
  - Notice that there is one open HCOEI seat has been posted on the Hartford committees page.
- *Town Manager Search Committee*
  - Joe: There was a meeting last week. VLCT has a person assigned to work on identifying candidates. VLCT will work to find out needs of the town. Gabreille Lucke is chair, Joe Major is vice chair of search committee.
  - Michelle: Will committee meetings be available via Zoom?  
Kim: Committee decided meetings primarily in-person. Meetings will be open to the public in person but not via zoom.
- Ann Reynolds Memoriam
  - Hartford student award - Family update
    - Pat confirmed the Reynolds family approves of this effort.
  - School/Select Boards Resolution
    - Pat: Is at working on a statement with Tom DeB.
    - Joe: Suggest Ally or Lannie approach board with resolution when ready. Ally will follow-up to make sure it gets on the agenda.
    - Michelle: Would be nice to have testimonials as well.

#### **6:55 PM Policy and Procedure**

- *Committee Liaison Procedure*
  - No formal procedure for selecting committee liaisons.
- *Next steps on Policy Recommendation* (adopted by SB in October 2021)
  - Michelle: Would be helpful if town formed *ad hoc* committee to form recommendations on a policy on policies.
- Discussion and potential recommendation to Selectboard
  - Kim: Legwork can be done up front to prepare recommendations prior to new town manager in place.
  - John: Past HCOEI recommendations revolved around new web site, which was unsuccessful.
  - Joe: Highlights the importance of having a public information officer.
  - No recommendation on how to proceed now. Continue to discuss in next HCOEI meeting.

#### **7:16 PM Working Group Check-ins**

- Juneteenth
  - Joe: Approached by Lebanon to do joint Juneteenth events. June 17<sup>th</sup> Event will still happen at Lyman Point Park. Lebanon would do most of the kid things. Lebanon is also planning to do an event at Leb High on June 19<sup>th</sup> with a documentary and panel discussion. Would like to form a working group. Looking for help.

- Sara will send kid activities recommendations to Alicia.
  - Joe: Want fewer political speakers and more inspirational, young and community members to speak on the 17<sup>th</sup>.
  - Janelle Sahutsky (Quechee): Quechee DEI interested in helping with event. Need to know tasks and numbers of people required.
  - Joe: Would love for Quechee DEI to be a part of it.
  - Michelle: Flowers? Joe: yes.
  - Sara: will be a sub-group meeting separately. Will invite Janelle and Michelle.
  - Sean will be doing the DJing again.
- RHRR = NAACP Formation
    - Rename RHRR (Racial Harassment Research and Response) to NAACP Formation
    - Pat will send revised NAACP form to HCOREI
    - Miriam: National approval of Windsor County NAACP chapter on track for mid-May
  - Education
    - Resource Library Follow up
      - John: Giovanna's Web site license expiring. Need to call her.
      - Michelle: Hosted by town library web site?
      - Pat: Can host on my personal site as interim.
      - Janelle: Willing to approach library about anti-racist book reading/discussion.
  - Membership - Tabled until next HCOREI Meeting
    - Seat posted - thoughts on advertising
    - one application received
    - open student representative
  - Policy - on hold

**7:20 PM New Business** - Tabled for next HCOREI Meeting:

- Sara: Flyer for Dartmouth Health Awards
- Sara: Community Organizing offer – for future agenda.
- Molly: Working on Equity Day at HHS.
- Kim/Joe: Discuss expanding HCOREI to cover other social equity areas. HCOREI discuss, come to a consensus and bring to select and school boards. Good topic for joint board meeting.
- Ally: Address Public Info Officer position and next steps.

**7:30 PM Adjourn** - Motion: Joe

**HCOREI Members**

Sara Campbell – Chair (through 4/5/2023)  
 Molly Armbrust, Vice Chair, Student Liaison  
 Pat Autilio – Clerk (through 3/7/2024)  
 Joe Major – (through 5/2/2024)  
 Miriam Wood – (through 5/2/2024)  
 Russell North - School board Rep  
 Vacant seat for School Board  
 Lannie Collins - Selectboard Rep  
 Ally Tufenkjian - Selectboard Rep  
 Student Liaison #2: Vacant

