

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

Hartford Town Hall and Zoom

Wednesday, May 3, 2023

6:00 pm - 7:30 pm

In Attendance

- Committee Members: Sara Campbell - Chair, Molly Armbrust – Vice-Chair/Student Liaison, Pat Autilio – Clerk, Lannie Collins, Joe Major, Nancy Russell, Ally Tufenkjian, Miriam Wood
- Community Members: Lynn Bohi, Michelle Boleski, Heidi Duto, John Hall, Janelle Sahutski, Kim Souza, Aaron Warner

Agenda Topic

6:00 PM Call to Order

- Approve Meeting Minutes 4/19 – Moved: Ally, 2nd: Pat, unanimous voice approval

6:03 PM Acknowledge and welcome community members

6:05 PM General Updates

- Joint School/Selectboard meeting
 - School and Selectboard leaders are in favor of holding a joint meeting. Mary Gannon is available to facilitate the meeting on May 23rd & 24th. Agenda being put together. HCOREI will provide quarterly update at that meeting. Joe will join Ally in that agenda planning meeting.
- School Board Updates
 - Membership
 - Nancy Russell has been assigned as second school board liaison.
 - Equity Coordinator
 - Molly: Two candidates are still in the running for schools Equity Coordinator. One will be selected on May 12th.
 - Other
 - Nancy: End of year school board student awards happening now
- Town/Selectboard Updates
 - Community Safety Review
 - Police and Fire Chiefs are both on board with the idea. Initially, some board members were opposed to the idea but were convinced during the discussion. Selectboard will discuss the scope of project at a future Selectboard meeting (May 16th.) (Rutland’s Project Vision is a similar effort that can be used as a model: <https://projectvisionrutland.com>).
 - [Discussion about the whether it would be better to name this effort using “...Wellness...” instead of “...Safety...”. Lannie is concerned that using “Safety” implies the police will be the sole focus of the study. Next step: Lannie will raise the naming issue at next SB discussion of the CSR.]
 - Training
 - Kim: Selectboard approved six sessions that are being scheduled. Will be covered by grant funds.
 - Public Info Officer
 - Ally/Kim: Mike Hoyt will designate someone on the Selectboard to write the job description. Process taking time.
 - Sara: HCOREI can draft input for the PIO job description at a future meeting.
 - Joe: SB needs to push for getting this position filled asap.

- [Discussion on lack of action from Selectboard on PIO and other areas.]

[7:00PM – Sara Campbell departs meeting. Vice Chair Molly Armbrust leads remainder.]

- Policy and Procedure
 - [no updates]
- Committee Vacancies (including HCOREI)
 - Selectboard agreed that additional channels need to be used to advertise open positions such as UV List servers, Valley News. TBD on an actual policy for the process for interviewing and accepting volunteers. Kim has shared a sample policy from Richmond. It's a work in progress.
- Town Manager Search Committee
 - Listening sessions were held last week. Consultant from VLCT is interviewing stakeholders. [Discussion that new TM needs to be able to be sympathetic to and to work to resolve equity issues.]
- Ann Reynolds Memoriam
 - Hartford student award
 - Need to hear from Russ North. Molly will connect with him on it.
 - School/Selectboards Resolution
 - Pat will resend the draft to members
 -

7:15 pm Open Position Process

- HCOREI Interview Criteria for review:
 - Schedule Interviews (sub-committee or warned as executive session)
 - Allow for a period of deliberation
 - Formal recommendation to both boards
 - Applicants appear before both boards for acceptance
- [Discussion on the pro and cons of having the committee vet candidates prior to board approval.]
- Lannie: Other committees do not have the power to vet candidates prior to board(s) approval. This could be discriminatory.
- John: Both boards agreed to this process in HCOREI's Charge. It would need to be changed to create different process.
- [not covered] Candidate Questions for review - https://docs.google.com/document/d/1Mjec4sF-eeUIBfXVfTtIzEldd4TtUGd_2EayDEtmpps/edit?usp=share_link
- Pat: An application was received on March 7th. Need to proceed with process.
- Janelle Sahutski is also interested in applying and was encouraged to do so.

[tabled] Working Group Check-ins

- Juneteenth
- NAACP Formation
- Education
 - Resource Library
- Membership (see above discussion)
- Policy - (see above discussion)

7:33 PM New Business

- Lynn Bohi – Window inserts – Estimate savings of 8.5 gals of oil per insert per year. Provided to people in poverty and now to include BIPOC people desiring inserts. Seeking pointers to BIPOC organizations to spread the word. Build happening in October.

7:40 PM Adjourn

- Joe – move to adjourn, unanimous voice approval

Tabled for future agenda

- Discuss expanding HCOREI to cover other social equity areas.
- Community Organizing Offer

HCOREI Members

Sara Campbell – Chair (through 4/5/2025)

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)

Vacant seat for Community Member

Russell North - School Board Rep

Nancy Russell - School Board Rep

Lannie Collins - Selectboard Rep

Ally Tufenkjian - Selectboard Rep

Student Liaison #2: Vacant