

HCOREI MINUTES

Zoom Recording: <https://drive.google.com/file/d/1of7gvoEZr7-ZN1fruVqeVN89XxqZHJVM/view?usp=drivesdk>

Town of Hartford Committee on Racial Equity and Inclusion
Wednesday July 15, 2020
6:00 PM to 7:30 PM

Time	Agenda Topic	Committee Action
6:00 PM	Call to Order Committee Members Present: Allene Swienckowski, Sara Campbell, Giavanna Munafo , Michelle Boleski, Ann Raynolds, Joe Major, John Hall	Consent Agenda- approved July 1, 2020 Minutes approved
6:05 PM	Acknowledge Community Members Input from community members. Community Members Present: Kim Souza, Rep. Kevin Christie, Pat Autillio	
6:10 PM	Allene: Are there any questions from our 7/1/20 meeting regarding Hartford Police Traffic Stop Data from presentation by Robin Joy and Karen Gennette? There were no questions.	
6:20 PM	Discussion: Hartford School District Policy on Racism in collaboration with Vermont Law School Schweitzer Fellows Jameson Davis and Arielle King Review of "Rough Draft" documents subject to change.	

Rep. Christie, School Board Chair, reported the policy is still undergoing changes and hopefully will be voted on at the School Board's July Special training.

Allene read through Policy.

Questions asked of Rep. Christie:

Allene: How will Board get staff/administration to adopt policy?

Kevin Christie: It's already happening

Joe - Has there been pushback on this?

Kevin Chrisite: The School Board has not received any. We recognize it is an uncomfortable topic and change is difficult. The board will continue to push forward.

Allene: How does restorative justice work? How do we have children and adults look at reconciling differences in a way that is not punitive but informative.

Kevin Christie: Restorative Justice is not a punitive practice, such as it typically avoids suspensions. The practice has been used aggressively in Brattleboro schools since the early 2000's and the practice reduced suspensions and police interactions.

Ann: Restorative Justice is in practice in Windsor County States Attorney's office.

Kevin Christie: added it has been in use by Windham States Attorney even longer. There will be central processes for identifying how the training resources will be provided. Changes are already starting to happen in the School Board and the Superintendent's office. We are already seeing a commitment from the district educators.

Allene: Yes. the new Principal at Ottauquechee Elementary has reached out to me to assist in making the curriculum more equitable and inclusive.

6:45 PM Discussion about State of VT legislative policy changes
Rep. Kevin Christie
Social Equity Caucus; Chaired by Rep. Kevin Christie – Use of Force Panel #3

Rep. Christie: Before the time of COVID there were three bills on the wall in the legislature. With COVID19 and the murder of George Floyd, all three have been in discussion and we passed S.219 (<https://legislature.vermont.gov/bill/status/2020/S.219>). The bill is not by any means everything we wanted, but it is a start. It is also becoming apparent that there are disparities in the healthcare world and those issues must also be addressed as well. Our legislative session was extended, and we'll be returning in August to finish up the budget. Other concerns: - only 2 of 69 law enforcement agencies in the state are accredited - and they are not fully accredited. Our Police Training Academy is for only 16 weeks. The recommended training call for thirty (30) weeks. There will be a micro summit hosted by the Council of State Government in August - all legislative committees have access to it. A discussion on racial disparities data - hopefully will move across all of state government.

Joe: How do we keep on this in an environment where funds are limited?

Kevin Christie: We're going to get things done strategically and over time. We need a justice reinvestment process.

Allene: Since covid-19 has the state of VT released juveniles and adults from prisons and detention facilities?

Kevin Christie: Because of COVID, there were over 300 people released from custody and early release is an ongoing consideration. Funds saved from the release of the above will be targeted as Justice Reinvestment.

Joe : Are the police unions being addressed?

Kevin Christie: Yes, they're also at the table. Some of the change in the relationship between management and the union is different in Hartford. I am really proud of the work Hartford is doing with the union relationship.

7:00 PM Report from Retreat Sub-committee:
Sub-committee members:
Ann Reynolds, Sara Campbell, Giavanna Munfo, Allene Swienckowski

Allene announced Mary Gannon will facilitate *pro bono*.

Several people stated hope that the mural in the Select Board room would be changed; it is out of date and culturally inappropriate. Maybe a contest - alternate suggestions?

Allene reported that the Town Manager selection process will begin interviewing applicants on Monday, July 20.

Michelle asked that the next meeting schedules group norms discussion.

7:45 PM Adjournment

Joe Major – Motion to adjourn.