

AGENDA

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

Town Hall and Zoom

Wednesday, July 19, 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, Ally Tufenkjian, Miriam Wood
- Community Members: Brigid Armbrust, Colin Bulter, Susan Mullens, Kim Souza

Agenda Topic

6:05 PM Call to Order

- Approve Meeting Minutes 5/17 (no Quorum 6/7, no meeting 6/21, no Quorum 7/5)
(Motion: Pat, 2nd: Miriam, unanimous voice approval)
 - Updates to 5/17 minutes:
 - Update sexual preference to Sexual orientation
 - Correct spelling of Brigid Armbrust
 - Correct spelling Julia Lau

6:02 PM Acknowledge and welcome community members

- Brigid Armbrust, Colin Bulter, Susan Mullens, Kim Souza

6:05 Open Seat

- Miriam and Pat will interview Susan Mullens via Zoom on Monday, July 24th.

6:20 Joint School/Selectboard Meeting 6/13

- Thoughts/feedback
 - Ally: Will be meeting with Tom DeBalsi and Mary to get feedback on joint meeting, next steps
 - Sara: Happy it was done. Would hope that a future meeting happens before long to discuss possible board collaborations to achieve strategic plan.
 - Ally: Will talk with boards about possible next joint meeting September 2023 or May 2024.

6:30 PM Working Group Check-ins

- Clarity on working group requirements – Ally
 - Ally reached out to VLCT – Heard back from lawyers from assistance center. If there are three or more people in a WG and they are meeting consistently and have an assigned task, that group should be considered a subcommittee and warning and posting agenda, etc. If there are only two people on a lesser defined task, open meeting requirements need not be followed. Lawyers agreed this is a grey area in the open meeting law. Current HCOREI Working groups are small and not meeting consistently but need to consider these criteria in the future.
 - Sara: Where would Juneteenth WG fall under this? Will ask VLCT in the spring about this.
 - Colin: Respectfully disagree with some of what Ally said. Distinction, if two committee members casually met, would not require posting, but if selectboard asked Kim and Ally to get together and work on XYZ, then it is official. Example: Miriam and Pat *assigned* to interview potential member, that should be considered a subcommittee.
 - Brigid: Colin should validate with VLCT lawyers directly to clarify this.
 - Colin: What I heard from those same lawyers seem to conflict with what Ally related.
 - Kim will forward the VLCT language to Colin.
 - Lannie: We should follow VLCT recommendations. If somebody wants to challenge it, then look into it when that happens.
- Juneteenth Report out
 - The speakers were good
 - Food tables could be closer, but not as close as in 2022. Hard to gauge since number of people who will attend is always a big question.

- Would be nice to have more/different musical entertainment next year.
- Having more arts and entertainment, more kid involvement.
- Kids activities could be improved. This year it was led by Lebanon person who prefer historically based kids activities.
- Education
 - Resource Library
 - Where should it live? What should happen to it?
 - Kim: Expecting a town website update next Tuesday.
 - Pat: How about just pointing to the VT State Library resource?
 - See (<https://libraries.vermont.gov/services/racialjusticeresources>)
 - Next step: See if the revised town website will accommodate the library.
 - Sara: Would like link to the resource library to be place on HCOREI town web page.

6:30 PM Group Norms

- https://docs.google.com/document/d/1NjgYMZbKMueqFXvF57ZvQbpE9FPzK0W_/edit?usp=sharing
- Roadmap Draft for 2023 -
https://docs.google.com/document/d/1U8wAb6_U5I3Q0KERrQccaScnZC0jycOAUo92Hyh_WHA/edit?usp=sharing
- Pat will provide Zoom link for next agenda.
- Parking Lot is not the same as Roadmap. The Roadmap will not be mentioned in Group Norms at this point, but it's role will be discussed at a future meeting.
- **Motion to adopt revised group norms: Pat, 2nd: Molly, unanimous voice approval**
- Lannie: Are there repercussions to not following group norms?
- Sara: No. People will not be punished for failing to follow the norms. Norms are just basic assumptions that all committee members must accept prior to participating in HCOREI meetings.

7:00 PM Updates

- School Board Updates
 - Sara: Has applied to fill the vacant school board seat. She would be on the school board starting in the Fall and would serve until the election. She may be appointed to the vacant HCOREI school board liaison position.
- Town/Selectboard Updates
 - Lannie: Good trainings happened with Gabrielle Louke
 - Ally will check with Mike Hoyt on status his review of the HCOREI proposed policy template.
 - No movement on filling the Public Info Officer position. Funds are still available. Would have been helpful during recent emergency. [Concerns that PIO may not be hired until new town manager is in place. May need to ensure funding is carried over until next FY.]
- Town Manager Search Committee - Sara
 - 50 applications received. Interviews are being scheduled. Hope to start interviewing next week.
- NAACP
 - Windsor County Branch is still pending approval from the national body.
 - Beginning work to set up committees.
- Ann Reynolds Memoriam
 - School/Selectboard Resolution
 - Schoolboard resolution was passed and sent to family
 - Selectboard resolution needs to be placed on their agenda.
 - **Motion to send Ann Reynolds Resolution (as drafted by Pat) to Selectboard for adoption: Pat, 2nd: Molly, unanimous voice approval**
 - State resolution was also adopted thanks to the efforts of Rep. Christie.
 - Hartford student award
 - Molly will find out what the rules and process are.

7:19 PM New Business

7:30 PM Adjourn - Motion to Adjourn: Molly, unanimous voice approval

Tabled for future agenda

- Community Organizing Offer
- Discussion on expanding the charge of HCOEI to include other marginalized groups such as gender, sexual preference, ADA, elders and people in poverty.
- Roadmap

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
Vacant - School Board Rep
Nancy Russell - School Board Rep
Lannie Collins - Selectboard Rep
Ally Tufenkjian - Selectboard Rep
Student Liaison #2: Vacant

HCOREI Group Norms - reviewed 5/17/23 - adopted 7/19

Mission Norms

- Recognize that oppression, structural racism, white privilege all exist.
- Respect that we are all equal at this table, listen, show respect
- Understanding that we all have unconscious habits of thought and judgment
- Allow people to define their own identity

Operational Norms

- Prepare for meetings by reviewing action items from previous meeting minutes and any items being reviewed in the upcoming agenda.
- Communicate with the chair/executive committee prior to being late/absent from scheduled meetings to ensure we have quorum.
- Parking Lot - As topics come up that are not germane to the current discussion that we want to bring back will be noted in the minutes and

Communications -

- The HCOREI Group email is for one way communications about agendas, minutes, informational shares. Per Open Meeting Law these emails should not be responded to. The only thing that can be actively discussed is scheduling.

RESOLUTION

WHEREAS, *Ann Raynolds was a long-time resident and business owner in Hartford Township and;*

WHEREAS, *Ann played a pivotal role in the initial formation of the Hartford Committee on Racial Equity and Inclusion and;*

WHEREAS, *her unique knowledge of both public schools and town government enabled her to serve the Town of Hartford and the Hartford School District with vision and effectiveness, and;*

WHEREAS, *Ann's work on behalf of the School District, having gone far beyond that which might be expected, has demonstrated competence, sensitivity, honesty and dedicated civic concern;*

WHEREAS, *Ann has spent years advocating for health care equity at the state-level.*

NOW THEREFORE BE IT RESOLVED, *by the Citizens of the Town of Hartford, that Ann Raynolds be given a vote of sincere appreciation for her years of service, and furthermore, that this resolution be recorded in the Town Records, dated this _____ day of _____, 2023.*

Select Board Members