

## MINUTES

Town of Hartford Committee on Racial Equity and Inclusion  
Wednesday August 5, 2020  
6:00 PM to 7:30 PM

Recording:

<https://drive.google.com/file/d/12q-2rms92dPvoH02Ri5Hj7HncoysvJN/view?usp=sharing>

Time	Agenda Topic	Committee Action
6:00 PM	Call to Order Consent Agenda	

Committee Members In Attendance:

Allene Swienckowski, Sara Campbell, Ann Reynolds, Joe Major, Michelle Boleski, John Hall, Giavanna Munafo, Alicia Barrows

Motion by Michelle to Approve July 15, 2020 meeting minutes. Motion seconded by Ann. The motion passed unanimously

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6:05 PM	Acknowledgement of Community Members
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Community Members in Attendance:

Rebecca Whitney, Pat Autilio

Input from community members

Rebecca provided a quick update on the School District back to school and reopening plans.

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6:10 PM	Discussion:
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Discussion:

Allene & Giavanna attended the 2020 VSBA/VSA Annual Virtual Conference. Michelle School Board liaison to HCoreI attended the two day conference. Keynote Session presented by Verjeana M. Esq.

Topic: "Equity is a verb: Taking Action to Ensure Equitable School Reopening's." Via Ms. Jacobs: "We must take action to reconcile our past towards an equitable future."

Second virtual conference led by Liya Amelga, Esq. Director of Equity and Member Services.

Topic: "Back to Governing: Identifying and Dismantling Institutional Racism in Education." Via Ms. Amelga: "In the wake of the recent and

ongoing protests for racial equality, we have witnessed leaders across industries commit to take action towards eliminating racism in their organizations and beyond. Ms. Amelga also addressed poor data collection within schools in the state of VT in terms of how students of color are treated in disciplinary activities. VT schools exhibit a heavy reliance on expulsion rather than embracing restorative justice practices.

6:25 PM

Discussion:

Giavanna briefly addressed the upcoming retreat. She has communicated with Mary Gannon several times and will present the full particulars at our next committee meeting. Giavanna also reminded the Select Board and School Board members to request an honorarium on behalf of Mary Gannon.

Road Map.

Sara had requested committee members to review the current Road Map and to make suggestions for our work going forward in 2021. Sara stated we last visited the Road Map, December 2019 and we should review and update annually.

Ann stated that it is important to tie the Road Map back to the Charge. Once we determine what has been accomplished on the current Road Map, it is important that we tie the Road Map back to that list of areas to work on in the Charge by creating sub-committees to address the work going forward.

6:40 PM

Sara, HCOREI secretary had to leave the meeting abruptly. John began to keep notes on the meeting.

6:45 PM

Discussion:

How to best address the needs of children and families who are faced with having to return to in-person instruction for limited hours and days per week augmented by on-line/remote instruction.

HCOREI acknowledged that School Administrators and staff are overwhelmed with the preparations necessary for the return of students for in-person instruction.

Rebecca provided information about the new curriculum coordinators (Asst. Superintendents) to replace Noel Bryant after her retirement. Roy Hathorn is the secondary curriculum coordinator and Cathy Newton is the primary curriculum coordinator.

7:00 PM

Further Discussion

regarding reopening of schools/remote learning.

Alicia stated that she and other parents are “uncomfortable” sending their children back to school for in-person instruction. She is attempting to form

small family pods that can mutually assist one another with child-care during school hours. A schedule for Covid19-informed “safe schooling” will be very challenging for HSD parents and families.

Rebecca reports that, "Teachers are being encouraged to take students outdoors as much as possible for classes. But White River Elementary School doesn't have the luxury of a playground or the ample forested space of the other elementary schools."

#### Discussion

Potential ways for Hartford School District and the Town of Hartford to support different remote learning situations for families with different needs. Joe stated that there are two Vermont State grants which might provide Economic support.

Allene suggested to look to local fundraising from small and medium businesses in Hartford who may assist a fundraising effort.

The following agenda items were postponed to a following meeting:

6:45 PM	Begin Discussion – Strategic Plan*
7:20 PM	New Action Items – Develop Norms

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7:30 PM	Adjournment
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