

HCOREI MEETING MINUTES 9/16/20

Town of Hartford Committee on Racial Equity and Inclusion
Wednesday September 16, 2020 –
6:00 PM to 7:30 PM

6:05 PM Call to order

In Attendance:

Allene Swienckowski, Sara Campbell, Giovanna Munafo, John Hall, Russell North (replacing Michelle Boleski from the Hartford School Board), Nancy Russell, Joe Major, Ann Raynolds

Consent Agenda

Motion made: to approve August 19, 2020 Minutes by Sara.

Motion Seconded: by Giavanna.

Motion made: to approve August 31, 2020 minutes by Giavanna.

Motion Seconded: by John.

Motions: passed unanimously.

Noted: September 3, 2020 meeting was not held due to lack of a quorum.

6:08 PM Acknowledge Community Members –
Pat Autilo

Allene asked if everyone received Hartford's Climate Action Plan Committee RFP?

Committee Response: Yes

6:12 PM Discussion
Norms – Input for changes from 2017 Norms

Changes: **HCOREI Group Norms:**

Mission Norms:

- Recognize that oppression, structural racism, white privilege exists.
- Respect that we are all equal at this table, listen, show respect.
- Understanding that we all have unconscious habits of thought and judgement
- 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 are introduced that are not germane to the current discussion which we want to bring back for discussion will be noted in the Minutes and added to the road map.
- Communication -
 - 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.
 - Sub committees may communicate in person in groups of four or less or via direct personal email.

Motion Made:

Sara made a motion to accept changes to the HCOREI Norms and that they are to be reviewed on a quarterly basis.

Motion Seconded:

Ann

Motion

Passed unanimously

7:05 New Business

The Social Equity Caucus comprised of legislators and community members, headed by Kevin Christie, is considering forming a community group statewide to respond to local groups asking “What to do after book clubs.” If anyone from HCOREI would be interested in participating, please let Ann know.

7:07 pm

Discussion

Retreat/Training:

Personal takeaways. Some committee members thought that The retreat/training would focus on the Strategic Plan and The Road Map. Also, some members expected a discussion that focused on Hartford's recent experiences with racism. Allene explained that the retreat was designed for HCOREI members to take a personal deep dive into why each had

embarked on a path of racial justice and attempt to explore personal biases.

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Discussion Cont'd:

Questions arose about HCOREI's role with the Select and School Boards implementation of the Strategic Plan. Allene related the work that she is doing at the request of the Hartford School administration within the schools for the faculty with implementing the recently mandated Anti-racism Procedure and Policy alongside the recommendations from the Strategic Plan from the School Board within Hartford schools.

Also touched on the possibility that HCOREI will be involved in creating anti-racism workshops for the school district

7:30 PM

Action Items Discussion

Read Ann's summaries and recommendations of the Strategic Plans for next meeting on 10/6/2020.

Read first twenty pages of the Strategic Plan absenting first pages dedicated to introductions and names of participants. Attach Road Map for discussion.

7:40 PM

Motion:

Adjournment –
Ann moved to adjourn