

## AGENDA

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


Hartford Town Hall and Zoom

Wednesday, October 4, 2023, 6:00 pm - 7:30 pm

### In Attendance

- Committee Members: Sara Campbell - Chair, Molly Armbrust – Vice-Chair/Student Liaison, Pat Autilio – Clerk, Susan Mullens, Nancy Russell, Ally Tufenkjian, Miriam Wood

Community Members:

| Time    | Committee Action                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Agenda Topic      |
|---------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 6:05 pm | <b>Call To Order</b> <ul style="list-style-type: none"><li>• <b>Approve Meeting Minutes 9/20 – Motion: Susan, 2<sup>nd</sup>: Molly, unanimous voice approval</b></li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                   |
| 6:06 PM | <b>Acknowledge and Welcome Community Members</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                   |
| 6:06 PM | <b>Officers Election</b> <ul style="list-style-type: none"><li>• Tabled awaiting more committee members</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                   |
| 6:10 PM | <b>Budget</b> <ul style="list-style-type: none"><li>• Items we are following:<ul style="list-style-type: none"><li>○ Policy management</li><li>○ Juneteenth - continue</li><li>○ Public Information Officer – potentially shared position between School Board and Town.<ul style="list-style-type: none"><li>• \$25k of funding for fy24.</li></ul></li><li>○ Community Safety Review<ul style="list-style-type: none"><li>• Ally: RFP: Four bidders have presented. Two remain. Generally proposing 12-to-18-month timeline.</li></ul></li><li>○ Training for Selectboard and town staff</li><li>○ [ Discussion of proposing budget allocate funds for potential Selectboard pay raise (as equity issue.) If this proposal is brought to the Select Board, committee needs to consider potential conflicts of interest since board members are on the committee.]</li></ul></li><li>• <b>Action: Sara will provide email with items with some narrative to send to TM John Haverstock.</b></li></ul>              | <b>Discussion</b> |
| 6:40 PM | <b>Charge Review (2 of 3 - 9/20, 10/4, 10/18)</b> <ul style="list-style-type: none"><li>• <a href="https://docs.google.com/document/d/1bIlySGY60-Fg1LZyN5L4iSxQnToY3p0nwiL54SYmzs/edit?usp=sharing">https://docs.google.com/document/d/1bIlySGY60-Fg1LZyN5L4iSxQnToY3p0nwiL54SYmzs/edit?usp=sharing</a><ul style="list-style-type: none"><li>• This link doesn't work. PDF provided as attachment in these minutes.<div data-bbox="771 1533 820 1591" data-label="Image"></div><p data-bbox="695 1600 896 1654">HCOREI 2nd CHARGE APPROVED.pdf</p></li><li>• Discussion part 2 of 3 about proposing HCOREI broadens its charge to include other marginalized groups...<ul style="list-style-type: none"><li>○ Miriam: Concern about making charge too broad.</li></ul></li><li>• Agenda item for next meeting: Craft a recommendation / response / position on whether to broaden the charge from committee.</li></ul></li></ul> | <b>Discussion</b> |
| 7:10 PM | <b>Updates</b> <ul style="list-style-type: none"><li>• Resource Library<ul style="list-style-type: none"><li>○ Pat will create a document listing various VT / Windsor County and Hartford community social service resources.</li><li>○ Will share within HCOREI for eventual publication</li></ul></li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <b>Discussion</b> |

- Joint School/Select board meeting
  - Pending setting up agenda for next meeting; Should meeting have HCOEI focus or be broader?
- School Board
  - Recent board meeting focused on board engagement with parents, other stakeholders, community, etc.
- Town/Selectboard
  - Community Safety Review RFP Process Updates
    - Sara: Four proposal presentations are fascinating and thought-provoking. Two more pending.
    - Decision on selected group at next Selectboard meeting.
    - **HCOEI Action: watch presentations for discussion in Oct. 18 meeting.**
  - Abundant Sun survey data
    - Another survey is in the works to gather newer data.
- Hartford student award (A. Reynolds Memorial)
  - Molly met with Tom to discuss. He is open to the school giving this award. Most of the steps for creating and maintaining the award happen outside of school. HCOEI needs to come back with a plan. Need to determine how to fundraise and then stewardship of funds. “Award” is a better term than “scholarship” for various reasons.

#### **7:35 PM New Business**

- Chief Sheldon happy to attend a future HCOEI meeting. Ally will get a date. Will do same for new TM John H.
- Sara: HCOEI should engage with other community DEI groups to share ideas, best practices. Maybe have collective meetings periodically, like quarterly.

#### **7:42 PM Adjourn – Motion: Pat, Ally 2nd**

#### **Tabled for future agenda**

- Community Organizing Offer
- Invite Chief Sheldon to upcoming meeting
- Invite John Haverstock, Town Manager, to upcoming meeting
- Are there liability concerns around DEI committees?
- Continued discussion on 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)  
Susan Mullens – (through 8/22/2025)  
Sara Campbell - School Board Rep  
Nancy Russell - School Board Rep  
Lannie Collins - Selectboard Rep  
Ally Tufenkjian - Selectboard Rep  
Student Liaison #2: Vacant