

**Town of Hartford Committee on Racial Equity and Inclusion**  
**Wednesday November 3rd, 2021**  
**Meeting Minutes**

Members Present: Joe Major, Sara Campbell, Ann Reynolds, Havah Walther Armstrong, John Hall, Giavanna Munafo, Ally Tufenkjian

<b>Time</b>	<b>Agenda Topic</b>
6:09 PM	Call to Order Approve Meeting Minutes from <a href="#">9-15-2021</a> & <a href="#">10-6-2021</a> <ul style="list-style-type: none"><li>• Ann Moves</li><li>• John Seconds</li><li>• Approved; Havah and Giavanna abstain for meetings they did not attend</li></ul>
6:05 PM	Acknowledge and welcome community members <ul style="list-style-type: none"><li>• Maggi Ibrahim, Kim Souza, Molly Armbrust, Glenn Reed, Ahadi Hall</li></ul>
6:10 PM	Welcome Ahadi and discuss student liaison <ul style="list-style-type: none"><li>• 12 students working with Maggi, wanting roles and responsibilities</li><li>• 2 HCOREI liaisons will be doing two different things:<ul style="list-style-type: none"><li>○ Molly is rep for student equity group (SEG), now 17 students strong!</li><li>○ Ahadi resource library and collaborating with HHS (also in SEG)</li></ul></li><li>• Voting power for student liaisons?</li><li>• Add to next agenda, change to charge; GM will draft</li><li>• Maggie announced BIPOC Parents and White Parents of BIPOC Children group launch on Nov. 16, 6pm, Hartford Central Office</li><li>• Down the line a group that would include children</li><li>• Partnership with HOP? Ahadi's idea for community building; Ally will connect with Ahadi</li></ul>
6:39 PM	Retrospective on Policy Recommendation to SB <ul style="list-style-type: none"><li>• Meeting went well, lots of good questions; Recommendations approved</li><li>• Website and collecting all policies first step</li><li>• Imperative for HCOREI to continue to push town manager and SB to move it forward</li><li>• Timeline, deadlines?</li></ul>
6:48 PM	SB Strategic Equity Plan working group check-in <ul style="list-style-type: none"><li>• Notes from summer organized, reviewed (Including Tracy's review and notes)</li><li>• How best to present and prioritize which items to push forward first?</li><li>• Graphic presentation (go Sara!) of Strategic Plan areas to be shared with minutes</li></ul>

- Community engagement with district and beyond is key
- Consider adding summary of the work that's been completed with policy requests
- Keep this item on our agenda ongoing
- Review document for next meeting, send John feedback via personal email

7:10 PM

#### Public Safety Policy & Practices

- Use of force, recent fatal shooting bring these issues to our attention
- Are our officers as prepared as they can be to engage in situations involving mental health crises?
- How often should they be in such situations, given the possibility of an alternative public health system?
- Social worker position currently vacant and new peer support advocate position to be contracted through HCRS
- Listening session: not much engagement around what could be possible
- Next week, Nov. 9, SB budget presentation for police and fire
- Town may use some funding for community health to conduct community safety review
- STAR program? 1 EMT and 2 mental health folks out to calls, in Orlando
- Brattleboro Community Safety Review a useful model
- Howard Center in Chittenden County has a crisis response team, PD loves it -- director willing to come present, share data, outcomes, etc.
- We have big gaps, so we need to hire someone external to make recommendations and move forward
- GUVIST (Greater Upper Valley Integrated Services Team, Havah involved) has a Crouch Family Foundation grant to measure gaps in services NH and VT, meets monthly
- Ann motions to support the suggestion to do needs assessment along the lines of the Brattleboro; no second; discussion ensued
- HCOREI can bring up at SB during public comment, but too late to get an item on the next SB meeting agenda
- Return to this conversation at next meeting; try to attend SB meeting Tuesday; individuals can bring up concerns during public comment

7:42 PM

#### New Business

- Education Working Group to report at next meeting

#### Adjourn

7:44 PM

- Ann moves to adjourn