

## Town of Hartford Committee on Racial Equity and Inclusion

### Meeting Minutes

Wednesday, November 17th, 2021

6:00 PM to 7:30 PM

Committee members in attendance: John Hall, Russell North, Ann Reynolds, Molly Armbrust, Giavanna, Ally Tufenkjian, Sara Campbell

- 6:03 PM      Call to Order Approve Meeting Minutes
- Ann moved to approve DATE minutes
  - Sara seconded
  - Passed unanimously
- 6:05 PM      Acknowledge and Welcome Community Members (input)
- Pat Autillio, Nancy Russell, Kim Souza, Allene Swienkowski
- 6:10 PM      Public Safety Review Recommendation to Select Board
- John summarized history
  - Working group met since our last meeting, has brought draft forward for HCOREI to endorse
  - Howard Center may present to SB in Jan '22 (separate but related)
  - Brattleboro model, have we reached out?
  - Kim and others plan to connect with the consultants who did the Brattleboro review and report; report is enormously detailed and helpful
  - Reactions to Welcoming Hartford Ordinance -- did similar happen there?
  - This work will meet concerns and resistance
  - PD and Fire Dept are supportive; state police point to Hartford as a model PD; they are our partners in this work
  - Focus of a review would look not just at police and public safety, but be broader; ask: how can we think more holistically to get people what they need?
  - Strategic Plan was developed under a former PD chief, so we all will want to help with navigating a transition
  - It's public safety; messaging is key and getting out ahead
  - PD is under-resourced, needs to be better equipped, staffed and trained

- With hiring shortages in social service and related fields, do we have the resources in the UV to fulfill the staffing roles that might emerge for a possible community wellness dept or center?
- It's also true that the UV is resource rich; much opportunity to learn and educate about safe, appropriate and accessible response mechanisms and behaviors, esp re: mental health related incidents
- Can we create a pipeline in these fields, at HHS for example?
- Idea: conduct and inventory of the assets in the community, orgs and training programs, etc.
- We must also look at contributing factors and how a community can address them (housing, mental/medical health, transportation, safety, racism . . . ) before a crisis occurs
- Language of recommendation draft unnecessarily specific, edited to clarify and focus
- Motion to accept and submit the resulting revised recommendation:
  - Sara moved to accept the recommendation for a review of public safety
  - Ann seconded
  - Passed unanimously
- Recommendation will go to SB for inclusion in Nov. 30 their agenda

7:21 PM RHRR Working Group

- No further business, see above

7:22 PM Recommend Student Liaison Membership Change to Charge

- To include school liaisons as voting members
- GM draft changes for committee consideration at next meeting

7:24 PM Education Working Group

- Met last week; reviewed charge and goals, started updating those documents
- Welcomed Havah to the working group
- Student liaisons Ahadi and Molly are members of this working group
- Committee membership updated on home page of HCOREI Resource Library

7:27 PM SEP (Strategic Equity Plan) Working Group

- Review spreadsheet and send feedback to John before next meeting

- Discussion of the town report will be on that agenda

7:30 PM Adjourn

- Ann moves to adjourn



# Hartford Committee on Racial Equity & Inclusion

---



## Recommendation for Community Review of Public Safety

November 17th, 2021

The Hartford Committee on Racial Equity and Inclusion recommends that the Town of Hartford contract with a qualified consultant to produce a Community Review of Public Safety. This review process should include a focused examination of how Town resources, non-profit organizations, social service agencies and other community services are currently utilized and can be optimized to ensure equitable community health, wellness and safety. It should also incorporate the perspectives of community members most impacted by these services.