

Minutes  
Hardwick Equity Committee Retreat  
August 20, 2022

Members Present: Ceilidh Galloway-Kane (with Milo), Chair, Lucian Avery Vice Chair, Secretary; David O'Brien, treasurer, Brad Smith, Chip Troiano

Public: Bill Chieseey

9:15 called to order.

No adjustments to the agenda.

Put off approving minutes until the next regular meeting.

Ceilidh updated that she is going to the info session on the IDEAL VT pilot. The general consensus was that we do want to join it.

Completed book discussion on *How to be an Anti-Racist*.

### **Equity Assessment Tool Discussion**

Some questions that came up:

- Has anyone looked at pronouns on the town website?
- Police Chief is currently working on policies. Might be good to talk with him about that.
- Might make sense to talk to the planning commission about the town plan and equity.
- Mentioned that we should probably talk to Opie about this assessment tool and see what his thoughts are on it.
- Water rate meetings will be happening soon and might be a good chance to use this tool
- Suggested we could reformat for better readability
- Mentioned that this is an experiment — see how it goes and adjust

The next step is for Lucian to reformat the document and end to members. Then bring that to Opie and see what his thoughts are. Then try it out.

David led SWOT analysis which he will type up for the next meeting.

Next meeting, we will continue the SWOT analysis with priorities and strategy.

Next meeting: Wednesday, September 7, 6-7:30 PM.

Meeting retreat adjourned at 1:45

Submitted by Lucian Avery, Secretary

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