

Minutes  
Hardwick Equity Committee Regular Meeting  
1st Mondays - Memorial building  
October 3, 2022, 6PM

Present: Ceilidh Galloway-Kane - Chair, Lucian Avery - Vice Chair and Secretary,  
Bradford Smith, David O'Brien

Absent: Chip Troiano

Guests: Dr. David Baker - OSSU Superintendent, David Upson - Town Manager

**6:04 meeting called to order**

**Adjustments to the addenda.**

None

**Public Comment**

None

Ceilidh moved to accept the minutes as written, David O. Seconded.

**Welcome Superintendent David Baker**

David Baker introduced himself and gave some of his background. He is the new superintendent of the district. He said equity is important and the district just completed an equity audit. He will send it to us. He said he thinks there might be some public forums or something like that after the administration has had time to digest the content.

Brad asked if the OSSU has an equity policy. David B. said he thought so and would send that also.

We talked about how the town and school can work together and possibly have someone from the school be part of the equity committee. David B. thought that made sense and he would explore how that would work - possibly appointing someone.

David B. left the meeting at this point.

**Review Assessment tool with Town Manager David Upson**

Discussed our hopes for the equity assessment tool and how it can be used to keep equity in mind while we work on day to day things in town government. Discussed how there are many kinds of equity/inequity. David U. said he will read it over and give feedback. Ceilidh said they would update the select board about this tool and the state equity project, IDEAL (discussed next) at the select board retreat on the 12th. After that the next step is to try it out and see how it works.

**IDEAL program update**

Some of us were on the interview call for the IDEAL program starting through the VT State Office of Racial Equity. This program will offer training, limited grants, networking and technical assistance to towns doing equity work. If accepted, we need 1-3

Minutes  
Hardwick Equity Committee Regular Meeting  
1st Mondays - Memorial building  
October 3, 2022, 6PM

representatives from the town. They said ideally this would be a person or people who are in position to facilitate change. It will take some time each month- about 2-8 hour commitment. Ceilidh emailed them to find out who it makes sense to ask to be a rep.

David U. left the meeting at this point.

**Review of annual goals**

We had some discussion about whether we should go over this every meeting or if it would take up too much time. This discussion to be on the agenda next time.

We did some review:

Brad got the revised invitation letter out to us.

Ceilidh got the mailing list from the training and will send the letter to those folks. We can send it to people we think might be interested.

Ceilidh reached out about a student rep and was asked about what the role of the rep would be - can they vote, how much time commitment is it etc. To be discussed next meeting.

Ceilidh did not reach out to Emily or Rutu yet.

Brad reached out to Anja and she passed along the request for student rep.

Brad reached out to Rachel and Netdahe but has not heard back yet.

David set up the meeting with David Baker.

Ceilidh set up the meeting with IDEAL and Opie.

Next meeting on November 7.

Ceilidh will look into the hybrid online/in person option.

**Adjourned at 7:42**

Respectfully submitted,  
Lucian Avery, Secretary