

Minutes  
Hardwick Equity Committee Regular Meeting  
1st Mondays - Memorial Building  
January 2nd, 2023, 6PM

**Members Present:**, Ceilidh Galloway-Kane - Chair, David O'Brien - Treasurer, Lucian Avery - Vice Chair and Secretary (by zoom), Bradford Smith

**Guests:** David (Opie)Upson - Town Manager (by zoom)

**Members Absent:** Chip Troiano

**Called to order:** 6:02

**Adjustments to the agenda:** Since David Baker could not make it we will use this time slot for treasurers report.

Brad moved, David O. seconded

**Approve Minutes:** Brad moved to accept, Lucian seconded, Lucian and Brad yes, David and Ceilidh Abstained since they were not at the last meeting.

**Public Comment:** None

**2023 Town education opportunities with David Upson:**

David U. did a Police Equity training called Police One that was good - 2 hours online and went through equity thoroughly. We could also do something like the one we did in the spring. David U.said the money could come out of our budget and/or other raining money the town has. David O. said the EC has not spent any of our budget so we have \$2500.

Ceilidh said we could compile the training options and get back to David with them along with more than one option.

Ceilidh will reach out to Xusanna Davis to see if she would be interested in doing a training. Also if she knows what other towns are doing.

David O. will contact the Peace and Justice Center to see what they are currently offering.

Minutes  
Hardwick Equity Committee Regular Meeting  
1st Mondays - Memorial Building  
January 2nd, 2023, 6PM

David U. will send info on the police training he did.

Lucian will look back through the information he compiled about training last year.

General agreement:

Equity Committee pulls together training proposal by next meeting. This would ideally be for all the town employees.

We will prioritize in-person training.

We should try to schedule this when departments are not busy - not mud season for Public Works for example - May would be good or early June.

At this point David U. left the meeting and then Ceilidh's phone went dead so Lucian was out of the meeting and David O. took over the minutes.

**IDEAL Program:** Ceilidh updated the committee on the work and progress of the IDEAL Program. Initial trainings are underway, the plan is to have monthly trainings. Since Ceilidh can not make the meetings over the next three months, Lucian has agreed to be alternate. Thank you Lucian!

**Treasurer's Report:** For the record, David repeated the information he shared in a recent email. Casey, from the Town Office, reported that our budget this fiscal year is \$2,500.00. To date (June 1<sup>st</sup>, 2022 through the present), we have not spend any of it. All the calendar year expenses for the book study last winter, the consultants and training expenses were all in the last fiscal year. Due to the Town's system of budgets, no unspent funds were carried over. There was an original \$1,300.00 anonymous donation that was spent last fiscal year before other allotted Town funds were spent.

Brad asked about having regular fiscal reports. David agreed to ask Casey to prepare them on a quarterly basis. Discussion then centered on the normal budget building process, and Ceilidh gave an overview. The decision was made to start

Minutes  
Hardwick Equity Committee Regular Meeting  
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January 2nd, 2023, 6PM

working on our budget for next fiscal year this coming August so we are ready to present any changes to the Selectoard in October.

**Equity Assessment Tool:** Ceilidh reported that the IDEAL meetings will be looking at assessment tools. She presented our progress to the Selectboard and recommendations of use. They gave positive feedback and support to begin to use it. David reminded the committee about his email conversation with Opie. “As we update policies we will use the equity tool for the rewrites. Documents like the Town Plan and various ordinances will need to be looked at through this lens as well.” (Opie)

**Review of Our Annual Goals:** We decided to do this at the next meeting when, hopefully, all or most members will be present. David will resend the latest progress update (10-3-22) just prior to the February meeting.

**New Business:** Ceilidh briefed the committee on the recent interest and work on the potential development of a **community center**, possible to occupy part of the building where the police station is also located. This is in a discovery phase and there is a lot of interest to focus on high risk youth. Brad expressed some concern about doing mental health work without necessarily having people with the proper credentials. Also, Shari Cornish had asked Ceilidh if the center’s development might be an issue related to the work of our committee. The three remaining members present felt that it did not, though we are interested to see how things develop.

Brad asked if the committee would be interested in hosting periodic “**listening sessions**” related to calendar-focused topics and equity issues such as Black History Month in February, perhaps at the Front Seat coffee shop. Except for some concern about taking on too many things and not doing them well, there was support to proceed. Brad agreed to take the lead.

Ceilidh suggested that we might want to piggyback on an awareness effort that is done each year in the Elementary School whereby printings about the contributions

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January 2nd, 2023, 6PM

of significant POC are put up in various locations in the school. The idea is that our committee would work on also bringing them out into the community to be displayed in various businesses and buildings. Ceilidh will talk to Beth LeCours.

**Next Meeting:** February 6<sup>th</sup>, 2023

Respectfully submitted,  
Lucian Avery and David O'Brien