

Minutes  
Hardwick Equity Committee Regular Meeting  
1st Mondays - Memorial Building  
March 6th, 2023, 6PM

**Members Present:** Lucian Avery - Vice Chair and Secretary, Bradford Smith, David O'Brien - Treasurer

**Members Absent:** Chip Troiano, Ceilidh Galloway-Kane - Chair

**Called to order 6:04**

**6:00 - Adjustments to the agenda**

None

**Approve Minutes**

David moved to approve February 6th and February 21st minutes, Brad seconded - all in favor

**Public Comment**

None

**2023 Town education opportunity update**

We still need to nail down the exact date - the Peace and Justice Center is holding three days for now. We also need to nail down how the cost will be split with the town. David O. will talk with Ceilidh about these - he can decide which date he prefers and how the money will be divided. David O. will contact Harmonies Kitchen about pricing for food. Brad will contact the people who cooked at a gathering he went to at the Greensboro church recently.

Set a Zoom meeting on the 20th at 6 to solidify the loose ends about the Peace and Justice training. Lucian Will e-mail everyone about this.

Brad has been involved in the Living Proof Advocacy Organization - how to tell personal stories for advocacy. He thought some of these people might be interested in speaking publicly about their lived experiences.

Should we do another book discussion? Possibly buy books again and donate them when finished?

**Listen & Share Update**

Next session will be on the 19th at Buffalo Mountain Market, 12:30 - 2:00. The topic is equity and food security. Brad will reach out to Ceilidh about posting it on Front Porch Forum.

**IDEAL program update**

Lucian attended the February IDEAL meeting - his notes are attached at the end.

**Discussion on Neurodiversity**

Brad asked us ahead of time to listen to a Vermont Edition segment on neurodiversity that he was part of:

<https://www.vermontpublic.org/show/vermont-edition/2022-11-09/neurodivergent-vermonters-share-what-inclusion-looks-like-to-them>

Brad took questions.

Population with diagnosed neurological differences:

Dyslexia—10-11%

ADHD—6-8%

Autism—2-3%

Others (dyspraxia, dyscalculia, dysgraphia, etc. + Tourette's)--???

Sometimes these can occur together.

**Review of annual goals** - put off until next time

### **Old & New Business**

Next zoom meeting March 20th.

Next regular meeting April 3rd, 6-7:30 at the memorial building

**Adjourned:** 7:41

Respectfully submitted,  
Lucian Avery, Secretary

IDEAL - 2/22/23

Lucian's notes

attended by phone

Spent time talking about commitment and the willingness to make the effort to attend meetings in person because no one except the Bennington crew showed up in-person today. Asked us to take time to look at our roster and asks if we have the commitment to meet 8 times a year. Every third month is newsletter month with no meeting - March is one of these. Looking for communities to host - maybe us?

---

### **Mat Barewicz, economist with Vermont state - Labor and Equity Policy talk**

From Middlesex

Economists study scarcity.

job openings/unemployed people - today 3/1 - retention rates do not lie (in telling who is a good employer)

U.S. Bureau of Labor Statistics oversees unemployment and uses that data for other research. Sent spreadsheet with stats from the Census Burrow.

Population is growing in Vermont but labor force is declining.  $\frac{2}{3}$  of this is demographic - aging population. People did not retire in 2008-10, then baby boomers turned 65 - lots of retirement. Then in COVID anyone who could retired. All counties showed decline in labor force. Caledonia had a population loss so even more of a labor loss. Other reasons for this is populations with less than a 4 year degree who have dropped out of the labor force - not totally sure why - there

are plenty of good jobs without a degree. The statisticians loose track of people after school who don't have a defined education or career path.

People who are children during times of high unemployment statistically have less lifetime income. Children during the 2007-2010 recession are in their 20's now and lagging in coming back to the workforce. Have a pessimistic view on the difficulty of finding a job.

You do not need to be collecting unemployment to be categorized as unemployed.

Two things he is "terrified" by:

1) Someone who graduates with a degree who have never worked a day in their lives. Good to start working early - at least some.

2) Occupational segregation has gotten worse. If one industry goes bad it can decimate a whole community.

Non white people in Vermont have doubled from 5-10%.

---

Shalini Suryanarayana on implicit bias

**Dunning Kruger effect** - I could not hear or see video - "whereby people with low ability, expertise, or experience regarding a certain type of task or area of knowledge tend to overestimate their ability or knowledge. Some researchers also include in their definition the opposite effect for high performers: their tendency to underestimate their skills." wikipedia

**Ladder of Inference** - used from the bottom up

**Recursive loops** - one loop is belief back to selected data (wanting to be right - where implicit bias lives) second loop is from action back to observable data (action may cause more of the data)

**Action** - ask this person more questions

**Belief** - often toward the more negative - this person is not transparent

**Meaning** - something she does not want to say

**Function** - looks uncomfortable

**Selected data** - one person - the fidgeter

**Observable data** - the whole room

Breaking the cycle:

Question belief - did I really have good data?

Thinking contrary data - can make up this data or alternate scenarios. Devil's advocate, giving benefit of the doubt. Often other things happening in other peoples lives.