

Minutes
Hardwick Equity Committee Retreat
Memorial Building
August 27th, 2023 at 2:30 PM

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

Members Absent: Chip Troiano

Call the meeting to order: 2:50

Set & adjust agenda/goals

Brad asked to add a conversation to the agenda about our recent training. David moved, Brad seconded, all in favor.

Public comment

No public

Approval of minutes from the August regular meeting

Lucian already corrected some spelling and added Amy to in attendance. Ceilidh moved to approve with corrections, David seconded, all in favor.

Discussion of article/blog 'My last plea as black Vermonter' (Lucian)

Talked about our impressions of this open letter and how we can learn and act from it. She also recommended towns use an Equity Assessment Tool like the one we passed. We talked about how so many of these policies like ours are passed but sitting idle. Talked about distributing this letter to other organizations in town along with jump starting our Equity Assessment Tool.

Action - Share this article and get the assessment tool in use.

Discussion of our training with Fearless Futures (Brad)

Gianni agreed to be part of the Q&A for the Who We Are film. They are now working at Hazen on equity. Sounded like Fearless Futures would also be willing to work with the police department to talk about equity.

Review the equity resolution and bylaws

We read the resolution out loud.

Then read the Policy out loud. This does not have an "objectives" section but mostly talks about the means to do things.

In article 2, saying “assist the select board BY..” would be more clear about our role than the current wording “assist the select board IN...” If we change this there will also be some grammar later in the sentences that need changing.

Article 2 does not include disability in the list of marginalized people. Socioeconomic status is also not included. Also not age or education. Discussed how granular to make the list.

Article 3 - Reappointment of every member every year is a pain. Should have some 1, 2 and 3 year terms.

Action: Complete the bylaw review and proposal for changes at our September meeting.

Review goals from last years retreat and original goals

Last year we did a SWAT analysis. Usually these are intended to be done each year so these are now obsolete.

Reviewed how we did compared to our goals for the year:

Goal: Recruitment

Lots of outreach and not much response - why? Amy joined - Yay!

Goal: Community Events

Did one training. Another canceled. No youth events.

Goal: Outreach/collaboration with school

Superintendent did come to quite a few meetings but no regular collaboration.

Goal: Training for town officials and staff

Did one training for the town road crew and some other staff.

Goal: Meet with other community groups to collaborate on an equity audit

We are taking part in IDEAL. Had a series of listening sessions about equity. Adopted Declaration of Inclusion. Met with Fearless Futures. No equity audit.

Goal: Equity Assessment Tool

This was edited, presented and voted on by the Select Board but has not been put into use.

Goal: Create annual calendar.

Did not do

Goal: Look at committee structure

Did not do anything with this.

Goal: Book discussion

Just started this back up. Lucian is working on book recommendations.

Goal: Work on strategies to create a welcoming community.

All of the above relates to this but no specific movement here.

Goal: Look for ways to get the resolution out and understood.

No specific action on this.

Mentioned that these goals are very community oriented - maybe we should focus more on policy this year.

Maybe the Assessment Tool is our policy goal this coming year.

Action: Keep that same goals as last year and discuss reorganizing them at the next meeting. General consensus that we had too many goals so it would be better to refine them down to 3 or 4 that are concrete and well thought out. Also include our intentions with each goal and a basic strategy - action planning.

Action: Make this discussion the bulk of our September meeting.

How far have we come?

What did we not do that we want to prioritize?

What is next for the assessment tool?

Ended up discussing the Assessment Tool and next steps - need to try it out ourselves. Should maybe look at the versions mentioned in the 'My last plea as black vermonter' and revisit the tool.

Grant discussion

Did not have time to discuss this.

Old & New business

Brad is still working on a time to meet with the Buffalo Mountain Market to talk about the Food For All program.

Adjourn: 6:39

Respectfully submitted

Lucian Avery

Secretary