Hardwick Equity Committee Meeting
Minutes January 3rd, 2022

6:00 pm - Ceilidh Galloway-Kane called the meeting to order

6:02 - Adjustments to the agenda

Lucian made a motion to move the approval of the committee narrative to after the discussion with Xusana. David O'Brien Seconded, All in favor

6:04 Approve Minutes

David O'Brien motioned to approve, Ceilidh Galloway-Kane Second, All in favor

6:05 Public Comment No public comment

6:06 Conversation with guest Xusana Davis, Vermont's Executive Director of Racial Equity

Discussion is more question driven

Xusana's questions:

- Level of engagement from local leadership?
- Success with Rule Making Body? Policies and decisions that have been made?
- Pilot program that she is hoping to get off of the ground (technical assistants and localities together) Opt-in program with modest grant support.
- Really good for Hardwick.

Xusana

- Different ideas but solutions need to come from your town and have initiative from your town.
- A lot that can be done as you build up to that level
- Strengthen equity low-cost
    - Code of conduct? With a focus on equity?
    - Utilize local health officer
    - Look at local leadership and ask is it reflective of the population?
        - What are some of the reasons for that?
        - Would they feel singled out?
        - How do we recruit and what are we getting out of it?
        - Are we protecting people?
        - School board access? Opening up new seats? Stepping up and stepping down?
        - Generational divides (how do we attract younger people?)
- Chip
    - Updating policies and language with our selectboard
    - Concern: Our highschool having real racial stress - What do we do about it?
    - What is going on and things they hear about the community

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- Xusana
    - Act swiftly when incidents happen
- Ceilidh
    - How do we train/prepare leadership to address trauma?
- Xusana
    - Response be racially trauma enformed
    - People in the refuge community, family separation, uncertainty
    - Victim services branch in the attorney generals office
        - Training in: How to receive a complaint
        - Safe at home: receive mail at an unnamed po box
            - Done at a municipal level
            - How are we willing to help people beyond the standard systems?
    - Policy that might be inequitable how do you respond?
        - 'Thank you for flagging it. If you would like to help us change a policy we would appreciate it'
        - Fight the urge to be defensive and be open and understanding
        - Municipal questionnaire
    - Version of a checklist/Tool Kit
        - A bunch of towns have adopted it including Putney
        - Made to fit Vermont better
    - David
        - Keep bumping up against 'What do we do now"
        - Have given informal feedback to leadership players
        - Looking to come up with best and most effective way of raising voices
        - Education and Training
    - Xusana
        - Best step is all of them
        - Don't want people to be able to opt out of justice
        - Anyone in leadership should be mandated to take some sort of training or have buy-in
        - Above and beyond ideas:
            - • Community read/book club • Host speakers • Do municipal-wide equity trainings • Create or showcase local library collection on diversity • Host traveling or permanent mural/art installation
            - • Adopt SOV Fair & Impartial Policing policy (w/ DPS assistance)
                - Encouraged to go above and beyond
            - Compensating people for equity work
            - Welcoming element to town plan
            - Look for more women owned and minority owned businesses
            - List of inclusive books

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    - Report on diversifying the educator workforce (great resource for school-based action) https://www.greatschoolspartnership.org/diversifying-the-educator-workforce/
    - SOV Action & Allyship Guide: https://racialequity.vermont.gov/document/action-allyship-guide-11-2021 Youth Books: Scroll down on this page to "Resources on Age-Appropriate Learning: https://racialequity.vermont.gov/equity-toolkit
- Xusana
    - Do you give someone something that is half baked or fully finished
    - HIghlight what we are already doing
        - Ask - Let's have a loan fund that is specific for women and minority owned businesses
        - Boost it and market it
        - Let's have 20% of the money that gets spent by it women or minority owned businesses. Carve out specifically for minorities
        - Intersection of women and people of color, and minorities
    - Data
        - Collect demographic data on race in the town
        - Tax data, police data?
        - Capacity to collect data
    - Environment when people naturally want to participate
        - Make it widely known that the equity committee exists and is accessible
        - HCTV video - posters
        - Genuinely welcoming space (need to be flexible) ask about comfort level and what would make it more comfortable. Different hours? Logistical and philosophical suggestions of people.
        - Bring more people into the pool
        - Town of Essex - Strong equity committee
            - Survey - What would it take to be able to be participate
        - ACCD - Arpa funds with an equity lens

6:10 Approve Narrative for town report

Motion by David O'Brien, Second by Lucian Avery, None opposed

7:20 - New/Old business

Should budget remain the same for FY 22. All agreed that cost of trainings will meet the budget. Budget stays at $2500

7:30 - Adjourn Meeting

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Motion by David O'Brien, Second by Lucian Avery, Non Opposed