

## 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 informed
  - 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