

HARTFORD COMMITTEE ON RACIAL EQUITY & INCLUSION (HCOREI) MINUTES

Date | time 03.20.24, 6:02pm | Meeting called to order by Pat Autilio

Committee Members In Attendance

Pat Autilio, Chair, Molly Armbrust, Vice Chair, Joe Major, Kim Souza, Nancy Russell, Sara Campbell, Miriam Wood (via Zoom).

Committee Members Absent

Susan Mullens

Others in Attendance

Ally Tufenkjian (via Zoom), Kendra Laroche Executive Director, Special Needs Support Center (via Zoom), Lilly Barton Development Director, Special Needs Support Center (via Zoom)

Approval of Minutes

A motion was made by Joe Major to approve the Feb 7th minutes. Seconded by Pat Autilio

Joe Major, Pat Autilio, Molly Armbrust in favor.

Kim Souza, Sara Campbell, Nancy Russell & Miriam Wood abstained (not present for meeting).

The motion passed.

Acknowledge and Welcome Community Members

Kendra Laroche from the Special Needs Support Center (SNSC) gave an overview of the Special Needs Information Program (SNIP) which brings disability work to the DEI forum.

SNSC is an Upper Valley initiative supporting organizations and businesses to help assess how 'disability friendly' they are free of charge. They offer basic instructions for workplaces and focus on belonging. They have significant data showing social isolation and lack of belonging among the disability community.

The SNIP program focuses on working with law enforcement in (so far) Lebanon, Hanover, Hartford & Windsor. They provide dispatchers with voluntary information given by people with disabilities and with their permission to share with police to help improve interactions. Similar with fire fighters to let them know things about folks in homes and other situations so they can be better served by first responders.

The organization provides "information flags" for responders and, more importantly, the training that goes along with the data.

Agenda Items

Pat Autilio gave a brief overview of the **We Build Equity** program shared with him via the Rutland NAACP. For more information, visit <https://www.webuildequity.org/>

HCOREI Members & Liaisons

The group updated the list of members to include the current membership:

- Pat Autilio, Chair, Community Member (through 3/7/2024) - Pat will submit reappointment application.
- Molly Armbrust, Student Liaison, Vice Chair - Planned departure post-graduation, August 2024
Vacant, 2nd Student Liaison
- Nancy Russell, School Board Member
Vacant, 2nd School Board Member
- Kim Souza, Selectboard Member
Vacant, 2nd Selectboard Member; Application for Mary Erdei to be reviewed at 4/2/24 Selectboard meeting.
- Sara Campbell, Community Member (through 3/11/2026)
- Susan Mullens, Community Member (through 8/22/2025)
- Joe Major, Community Member (through 5/2/2024)
- Miriam Wood, Community Member (through 5/2/2024)

Pat will follow up with the Town Manager's office to help promote the current and anticipated vacancies.

School Board Updates:

Sara Campbell is still on the facilities committee. They are working on messaging the budget proposal and framing it as a conversation about what we want as priorities for the school district. Strategically planning how all the initiatives are smartly implemented.

PR person at HSD will do a promotion of the gender inclusivity policy which has been adopted, after the school election.

Joe suggested reaching out to Julia Lau to help fill the 2nd student position and then a replacement for Molly once she goes off to college. It is a big ask for students who are very challenged with existing obligations. Sara suggested connecting with the Independent Learning Center (ILC) to offer school credit for being on the committee.

Selectboard Updates

Community Safety Review: Ally Tufenkjian summarized the Strategy Matters update document that was shared with the committee. They are currently working on the survey content. Valuable input shared by the PMT broadening the scope beyond mostly police & fire. Survey should go out in April. On the ground engagement should be started in June, but feedback was provided by the PMT to begin the engagement sooner to allow time for relationship development. Hoping to host a stakeholder meeting (in person) with Strategy Matters, PMT and members of the public in April or May.

Kim Souza gave an update on the town's participation in the VLCT Welcoming & Engaging Communities Cohort. Data from organizational survey will be provided in early April.

Kim Souza will follow up with the Town Manager on the status of the Policy on Policies as recommended by HCoreI.

NAACP

Pat gave an NAACP formation update. Progress is being made. Joe introduced Pat to Emmanuel Ajavon from the Tuck Business School who is interested in the leadership position. Next steps for

Emmanuel are to talk with Mia Schultz and Steffen Gillum (Regional NAACP) about the work involved Mia & Steffen are also helping to get the Windsor County branch application recognized.

Three existing challenges are: Getting approved as branch, finding leaders, and that this branch should encompass all Upper Valley. May need to expand charter to beyond Windsor County.

Memorial Award (Ann Raynolds)

Sara Campbell and Molly Armbrust have made a draft of a plan including the fundamentals of the program. What the amount would be (\$500 to start). Eligibility as Hartford Student involved in Hartford School District (residency not required). Molly reported that they can't use school bank accounts if it's not a Hartford student. Pat will draft a bio for Ann Raynolds. Will need a fiscal agent; Possibly Rotary. Joe Major & Nancy Russell will inquire about this with the Rotary,

Next Meeting

Wednesday, April 3, 2024

Adjourn

Motion was made to adjourn the meeting by: Joe Major to adjourn at 7:30pm

Respectfully submitted by: Kim Souza

Date: 03.20.2024

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- Miriam Wood, Community Member (through 5/2/2024)