

Minutes

Town of Hartford Committee on Racial Equity and Inclusion (HCOREI)

Hartford Town Hall, Room 317 and Zoom

Wednesday, August 7th, 2024, 6:00 pm - 7:30 pm

Attendees-

Committee members: Pat Autilio, Joe Major, Mary Erdei, Molly Armbrust, Tatum Barnes

(Absent: Sara Campbell, Nancy Russell, Susan Mullens)

Community members: Taylor Barnes

Call to order- 6:09pm

- Approve Meeting Minutes from July 17— Motion: Mary, 2nd: Molly

Acknowledge and Welcome Community Members

Member Comments and Announcements

- Welcome new staff liaison Tatum Barnes, Member Introductions
- The 1619 Project, book recommendation from Pat
- Announcement- Mary: Selectboard is looking for input from community members on the use of ARPA funds. Contact Mary or Town Manager John Haverstock with input.
- Update on Stipend process- Pat: In order to receive a stipend for HCOREI meetings members must meet with Paula Nulty

HCOREI Charge Revision

- Still in process of identifying correct original document

Engaging with other Hartford & UV Organizations

- HCOREI has benefited from connecting with local individuals and groups whose work/goals align/overlap with our own.
- Members expressed desire to continue networking and connecting with other groups in the area
- Reminder of recent process to frame HCOREI's work as "intersectional racial equity"
 - This allows us to include varied initiatives in our work but does not create a responsibility to address all equity issues
 - Many things done for racial equity benefit all. Exp: Public Information Officer, policy on policies.
- Potential groups to connect with:
 - BIPOC Home & Business Ownership Project - (joint effort of vital communities and UV BIPOC network)
 - UV BIPOC Network
 - Hartford Community Coalition
 - Local Pride groups
- Joe brought up possibility of connecting/collaborating with similar groups in nearby areas - referenced Hartford's collaboration with Lebanon's DEI commission for Juneteenth celebration
- Hartford block party offers opportunity to connect with community members and organizations
- Mary brought up that Hartford PD is an enhanced department and suggested reconnecting with them

- WRJ VA offers robust supports to LGBTQIA+ veterans they serve and could be a beneficial connection

HSD Gender Inclusivity Policy

Discussion tabled for future meeting. Waiting on Sara and Kim's research into sample policies etc.

Updates Discussion

- School Board Updates - no members present
- Town/Selectboard Updates
 - Most of recent discussions have focused on loans and ARPA funds
 - Committee Member Compensation - covered in member announcements
 - Community Safety Review Project Updates
 - Strategy Matters presented initial information at the 7/23 Selectboard meeting
 - A final draft will be presented at a future Selectboard meeting (likely in September)
 - Community members have expressed concern that there wasn't enough input/engagement from the community and feel that more time is needed for people to contribute. Strategy Matters did not share this view as their data and respondent demographics aligned with that of other comparable work. Survey fatigue poses a significant barrier to robust community engagement with the safety review.
- Hartford student award (A. Raynolds Memorial)
 - Molly and Sara are looking for other folks to get involved with researching, organizing and creating this award
 - Molly will discuss this with Julia Lau and the HHS Building Equity Leaders in late August and will bring up possibility of bringing them into the process
 - Still waiting on financial information from Kim's research
 - Molly will create and share outline of the student facing application by the end of summer

Discussion- How can HCOEI better support Julia Lau and equity work more broadly in the HSD?

- There are a lot of equity related challenges in Hartford schools. Many are oblivious to this if not directly impacted
- There are not enough people working on this and work can be exhausting for those who are
- Members expressed interest in reconnecting with HSD Equity Coordinator Julia Lau
- Members expressed desire to clarify HCOEI's role in this area
- Brief brainstorm on potential ways to support Julia's work
 - Could HCOEI be part of providing equity/anti-racism education/training for students?
 - HCOEI could provide recommendation to the School Board that align with/support Julia's initiatives to demonstrate wider support
- The Vermont Student Anti-Racism Network (VSARN) could be another valuable resource/group to connect with

New Business - No new business

Adjourn - 7:12pm – Motion: Joe, 2nd: Pat

HCOREI Members

[Note: This roster reflects that both boards have now approved the most recent change to our charge reducing the number of voting members to seven.]

- Pat Autilio, Chair (through 4/1/2026)
- Molly Armbrust, Student Liaison, Vice Chair
- (shared) - Clerk
- Sara Campbell, Community Member – (through 3/11/2026)
- Susan Mullens, Community Member – (through 8/22/2025)
- Joe Major, Community Member (through 4/29/2026)
- Nancy Russell, School Board Member
- Mary Erdei, Selectboard Member
- Tatum Barnes, Town Staff Liaison