

AGENDA

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

Hartford Town Hall, Room 2 and Zoom (See below)

Thursday, August 6th, 2026, 6:00 pm - 7:30 pm

Meetings are usually held on most 1st and 3rd **Thursdays** of each month in the Hartford Municipal building and on Zoom, unless otherwise warned.

Join the Meeting:

<https://us02web.zoom.us/j/9649775812?pwd=bHU0TFZITWZPaEREekZuL2N3cHpJZz09>

Meeting ID: 964 977 5812, Password: 666

Time	Agenda Topic	Committee Action
6:00 pm	Call to Order • Approve Meeting Minutes of July 16th	
6:02 PM	Acknowledge and Welcome Community Members	
6:10 PM	Focus on Hartford Schools • Anabella will offer perspective on issues and opportunities to address equity and inclusion in HSD.	Discussion
6:30 PM	Hartford Policy Analysis • Discuss progress and next steps for analysis of Hartford Policies for equity and inclusion. (See Attachment A below for Policy Analysis Decisions from July 16th)	Discussion
7:00 PM	Updates (Time permitting) • Town/Selectboard Updates • School Board Updates	Discussion
7:25 PM	New Business	Discussion
7:30 PM	Adjourn	

HCOREI Members

- Pat Autilio, Chair, Community Member (through 4/1/2028)
- *(shared)* – Clerk
- Susan Mullens, Vice Chair, Community Member (through 8/23/2027)
- *(vacant)* - Community Member
- Jasmine Hawkins, Community Member (through 3/2027)
- Anabella Fiorelli, Student Liaison
- Miranda Dupre, Selectboard Member
- Nancy Russell, School Board Member
- Tatum Barnes, Town Staff Liaison

Remaining HCOREI 2026 Meeting Dates

August 6, 2026

August 20, 2026
September 3, 2026 - No
September 17, 2026
October 1, 2026
October 15, 2026
November 5, 2026
November 19, 2026
December 3, 2026
December 17, 2026

Attachment A - Policy Analysis Decisions from July 16th

- For first phase of policy review, focus on Inward Facing Community, i.e., relating to town interactions among employees and leadership.
- Within each subcategory, the group chose a few benchmarks for further analysis.
 - Organizational Culture & Safe Space Practice
 - Next meeting Miranda will provide a survey she used in the past for assessing concerns in this area among town staff.
 - Hiring & Recruitment – analyze:
 - Recruiting new staff and board members from non-traditional sources to encourage diversity.
 - Should hiring paperwork, should there be an optional employee self-identification section to help guide future diversity efforts?
 - Is town's staff compensation reviewed to ensure equitable salaries and benefits?
- Trainings:
 - Consider effective ways to raise awareness among town staff in areas such as:
 - Unconscious Bias, Inclusive Decision-making, and Racism/Anti-racism
 - Ensure any plan would be implemented as an on-going practice rather than "one-and-done"
- Planning & Implementing Equity Practices: Consider:
 - Ways to improve procedures for reporting any discriminatory/harmful behaviors experienced or perceived in the workplace.
 - Establishing annual visioning meeting to set equity-related goals for the town, including assessment of goals accomplished in the following year.
 - Developing an official town equity statement and have it posted publicly (ex: website, job listings, newsletters)