

FINAL

Equity and Diversity Committee - Town of Shelburne

PUBLIC MEETING Minutes

Monday, March 7, 2022 , 6:00pm

Zoom-only Meeting

Committee Members present: Erika Lea, Patricia Fontaine, Michele Crowder, Cate Cross, Mercedes Ortega, Josh Flore, Fabienne Boisvert-DeFazio, Marcela Pino

Others present: Susan Kahn, Rajiv Srinivasan

Call to Order: 6:04 pm

Facilitator: Michele Crowder

Minutes: Patricia Fontaine

Approval of Agenda for: March 7,
2022

Motion to approve Agenda: Michele

Second: Patricia

Favor: Majority **Opposed:** None

Approval of Minutes from 2/21/22:

Motion to approve Minutes: Michele

Minutes approved with corrected spelling of Mike Ashooh

Seconded: Josh

Favor: Majority **Opposed:** None

Public comments:

- Susan Kahn provided information about resettlement/job connections for refugees

Discussions:

- Strategic Plan Updates

- Michele reviewed results of survey
- Declaration of Inclusion – Consensus is that our statement is sufficient and more robust. Erika will ask that our town be included on the VLCT list with our version.
- Craft statement of response to Equity incidents? – Consensus to wait for consultant to help with this statement. Will keep this at the top of our objectives.
- How to participate in Town issues/ other committees/ Selectboard? Suggestion to wait for guidance from Consultant in how to engage with hiring; Important to also look at recruitment.
- How can we connect with Selectboard and other committees in terms of Equity? Suggestion to “listen to learn” for now, aim for town getting used to our participation.

- Request from student reporter

- Erika sent letter to student reporter, has not heard back.

- Report to Selectboard

Mercedes has completed the report, will share it in public comments at next Selectboard meeting.

- Declaration of Inclusion Communications under Strategic Plans

- See above notes

- Committee Membership

Jennie will stay on, Erika will step back from being Clerk
- Mercedes, Jennie, and Erika will need to be reappointed at 4/5 Selectboard meeting

- May have alternates? Perhaps revisit former applicants.

- Community Engagement

Patricia may offer Discussion/Activism group partnering with Pierson library on Characteristics of White Supremacy, OK for EDC to co-sponsor.

Report from Sub-Groups:

Grant sub-group:

SCHIP grant submitted today to Town Manager and Selectboard.

Consultant sub-group

Mercedes and Patricia will send out Consultant letter for review, will send out by end of week.

Strategic planning sub-group:

Mercedes and Michele will re-draft plan following today's robust discussion.

Culture-building subgroup:

Ongoing working group potentially has the following members: Michele, Patricia, Marcela (starting in April), Cate, Fabienne? -

Ideas:

- Presence at Farmer's

Market.

- Discussion

group at library

Indigenous perspectives

Action Items:

- Erika will reach out to founders of Declaration of Inclusion to ask if we could be included on the list of other towns with our version
- Will keep Equity incident response statement at the top of our objectives, while we wait for Consultant/ HR person to help craft this response.
- Further discussion how we might engage equity issues going forward with other committees for shared language/ "Listen to learn."
- Committee Membership: Erika has requested to step down from Clerk responsibilities. Will revisit at next meeting
- Michele and Mercedes will create second draft of Strategic Plan for next meeting 3/21/22

Action

Responsible

Due

Erika will reach out to founders of Declaration of Inclusion to ask if we could be included on the list of other towns with our version	Erika Lea	Next meeting
Will keep Equity incident response statement at the top of our objectives, while we wait for Consultant/ HR person to help craft this response.	All	Next meeting
Further discussion how we might engage equity issues going forward with other committees for shared language/ "Listen to learn."	All	Next Meeting
Committee Membership: Erika has requested to step down from Clerk responsibilities. Will revisit at next meeting	All	Next meeting
Michele and Mercedes will create second draft of Strategic Plan	Michele Mercedes	Next meeting

Next meeting: 3/21/22

- Facilitator: Erika
- Notes: Michele

Adjourn: 7:10pm