

Shelburne Equity and Diversity Committee Meeting Minutes
August 6, 2021

Participants: Sue Furry-Irish, Cate Cross, Patricia Fontaine, Erika Lee, Josh Flore, Jennie Hoenisberg

Meeting call to order at 4:03

Welcome to members of the public.

- Approval of Agenda.
 - Patricia adds hate mail issue
 - Sue moves to approve, Jen seconds. Agenda was approved
- Approval of minutes from our last meeting. Jen moves, Cate second. Minutes from July 16 were approved
- Public comments
 - A person from the public says she is coming to learn more about the issues. No more comments
- Report post open house
 - 6 or 7 people from the community. There was lots of snacks and good conversation. Robust conversation about the nature of racism.
 - Suggestions from participants to hire a consultant validates the Committee's suggestion to the Board to do so.
 - Suggestions from participants to continue getting the word out. We should do more open houses in the future
 - We need to build a list of priorities for the committee that include issues of economic, power and land equity. Cate suggests that we need to talk about it more in the context of what is happening in the Town
 - How do we get informed about Town issues?
 - Next steps:
 - We need to put information on the website for the meetings, and make it more friendly
 - **Action Item:** Jen asks Town if we can add a link to the meeting and a widget for translation
- Discuss Town government involvement opportunities:
 - Cate feels that the Committee needs to invite participants from other Town committees, especially in the light of the search for the next Town Planner and maybe invite the author of a recent Economic Development to next meeting
 - Patricia is concerned that this will distract from the invitation process and suggests tabling the conversation for a future meeting. All agreed

- Discuss plan to process for invitation responses
 - Diana (clerk) is holding paper invitations at her desk
 - **Action item:** Cate to create a “tile” and send it to people
 - We will review applications on August 27
 - The invitation will be on our web pages.
 - People will put copies of the invitation in different places: food shelf, laundry mat.
 - In terms of sending the invitation to people, that could be viewed as “hand picking” people. We should wait until the next meeting to review applications. Of course, if friends ask about the work, we can share the invitation.
 - We should not discuss applicants’ names in public. The subgroup can filter the applications and add a code instead of names.
 - **Action item:** subcommittee finds a time to meet before the next committee meeting
 - **Action item:** Sue makes more copies and brings them to the library and people can go there to pick them up.

III Will Email

- One person has been sending insulting emails to people in the Committee. How should we respond?
- Patricia talked with a person that suggested trying to make this person feel heard. Also, we can bring it to the Town Manager to ask for a protocol.
- Josh suggests changing our email to the Committee email when posting in Front Porch Forum and not use our personal address. If there is no implicit threat there is not much to do, but we should document it.
- **Action Item:** Jenn will look into using committee email
- **Action Item:** Erika will ask Lee Krohn if the Town has a protocol or a policy
- Josh suggests ignoring it, unless there is direct threat
- Sue shares that she has dealt with this particular individual while in the Democratic Party Committee of Shelburne, and what worked for them was to invite him and not make a big deal

Other

- Town clerk said we can use the copier as long as is not too many
- There is a suggestion to create a cycle to manage facilitation and notetaking: The facilitator will be the notetaker for the next meeting.

Next meeting:

August 27, facilitator: Erika. Cate: notetaker

Adjourned at 5:05 pm