

## **Equity Diversity Inclusion Task Force Minutes - March 26, 2020 4PM**

In attendance

Yas Gordon

Patricia Fontaine

Cate Cross

Josh Flore

Ken Scott

Erika Lea

Jennie Hoenigsberg

Sue Furry-Irish

Public: Nancy Baker

### **APPROVED 4/9/2021**

- Approve of the minutes
- Review of Select Board meeting. Meeting went really well and we got good feedback
- Do all current members wish to continue moving forward on the Task Force? ()
- Cate suggests to find a consultant to guide the process and next steps
- 4 pm on Friday is hard time to meet
- Josh suggests to meet every other week. We should have an assessment or audit of all departments of the Town of Shelburne. This is going to take time. Once we see the opportunities for the task, we can design a strategic plan.
- Yaz, the group needs more representation, especially from the Select Board, to buy ownership from the citizens. What work are they willing to do?
- Sue, the library has been doing a lot of work around equity and diversity. Reading groups and communications. We all feel strongly about this, but we don't know what to do.
- Because of Select Board rules, once the group becomes a formal committee Cate can not lead or vote in any decisions of the group.
- Patricia, all employees of the Town should attend antiracial training, not only ask the Select Board
- What is the ground work that needs to be done to support the Town to adopt the training (antiracial, anti-bias). Cate will support this process through the Select Board
- Social Services Committee met with the Economic Development consultant David Lecky and Sue thinks he should be aware of this task force

- Discussion about the possibility to require an online training (name?) or/and in person, Vermont based training that could have more impact
- The group agrees that we need to focus on creating an RFP, writing a grant and finding a consultant to guide next steps
- One option is to support the Select Board by researching the experience of other Select Boards that have gone through a similar process. Cate will do research and try to create a communication channel. This will be important for the SB to adopt the proposal.
- Cate will send Doodle to find another time to meet.
- Subcommittee to work on
  - Create RFP
  - Bring list of potential consultants
  - How to bring more diversity to the task force: Avoid hand picking people, and use public channels
    - Create an application with questions for people who wants to join

#### Action Items

- Research with other Select Boards
- Invite public to the task force
- Subcommittee for grant writing: Erika and Cate (Sue can help)
- Subcommittee for RFP: Patricia, Marcela and Cate (Would Yaz be willing to help or review?)
- Doodle will be sent for the next meeting