

Equity and Diversity Task Force - Town of Shelburne

MINUTES

Friday, March 19, 4pm

In attendance:

Josh Flore

Cate Cross

Patricia Fontaine

Sue Furry-Irish

Yasamin Gordon

Erika Lea

Jennie Hoenigsberg

Public: Nancy Baker

Public: Paul Borsky

Public: Casey Johnson

4:04 Meeting started

- Minutes reviewed from previous meeting and approved
- public address - Casey Johnson - introduced herself

Old Business

- Ab/AR report out: borrowed action steps from other towns, how do we get more people to the table, working definitions

-Discuss preceding work:

Brattleboro - interesting but different focus primarily on policing. clear process which showed that this takes time. Patricia is attempting to connect with someone from Brattleboro. The situation there seems possibly more involved than the Select Board was asking of us.

Winooski: - our police force is modeling the fair and impartial policing policies after Winooski's work - Richmond is also going through a similar process and using Winooski as a starting point.

Other: Similar sized towns for comparison when/if disagreement about adopting policies - Norwich

New Business

- Report to select board - not ready, have more work to do, ready to share vision statement and definitions, meeting @ 8pm on Tuesday 3/23

- Are we doing the things we're suggesting - this board is not diverse - are we a think tank vs. decision makers

- what is our role - choosing/vetting consultants, guessing costs? what are the individual commitments, continued accountability

- Do we suggest forming an actual Committee which is par too the select board (other towns have done this) elect/apply, would the town hire an equity director, would that person create the committee??

- What does a consultant do? Do they survey a wide breath of the community or do we try to get that done before we get a consultant? what is the process
 - How do we diversity our own group - what defines diversity in Shelburne - compensation
 - Are we getting ahead of ourselves? this is a broad charge, let's present ideas to town with definitions. Does the task force become a committee or is it a separate entity?
 - Sue & Erika will work on the Google Slides presentation for Tuesday meeting
- 5:25 Meeting adjourned