

## MINUTES - April 30 Special Equity and Diversity Task Force Meeting

4pm, scheduled meeting

### *In attendance*

Selectboard: Jerry Storey, Cate Cross

Task Force Members: Marcela Pino, Jennie Hoenigsberg, Patricia Fontaine, Erika Lea, Sue Furry-Irish, Josh Flore (SPD)

Public: Sean Moran, Nancy Baker

Town Government: Lee Krohn

4:15pm start - technical difficulties

Cate Cross calls the meeting to order. Shares that Marcela Pino will be facilitating the meeting as the Task Force wishes to operate in a shared-leadership model, rather than governed by one chair. Led by Marcela, the group begins the presentation, and asked that all wait for comment until the presentation is complete.

[Slides](#) are shared on Zoom, then...

Jerry Storey speaks:

1. Selectboard members (SB) will not attend meetings as a group because if they do it constitutes a meeting of the SB and needs to be warned. Only 2 at a time may attend a meeting.
2. SB members are all equal parties -- none are elected from one larger group than another
3. Jerry would like Task Force (TF) to pick up where it left off March 3 at the SB meeting. That would include:
  - a. Proposal response and policy / mission statement written by Jerry. (Jerry notes that he believes that there needs to be a policy to support any mission statement in town government. "Policy serves as purpose of statement for the Town to rely on.")
  - b. Act upon recommendation to become a standard Town committee. (Jerry notes the following: SB appoints all members of town boards, commission, committees (CBCs). From there a group self organizes and appoints members, is subject to open meeting laws and responsible for operating under the ethics ordinance of the Town.)
4. Reason for needing a committee rather than a TF is that a committee can accept grant money and is accountable for that money.

[TF presentation of slides](#) begins, shared presenters as noted in slides

Jerry Storey responds:

1. He wasn't aware that the TF would rely on a consultant to carry out much of the work being discussed. Having a consultant will take a long time and he does not like the idea of having to wait.

2. All town CBCs are formed with volunteers from in town. They may or may not have the expertise needed to do the work. Some learn on the job.

Sue Furry-Irish responds:

1. Social services has budget to help pay for circulation of application to serve on new committee being discussed. Proposed that flyer be circulated in Shelburne News and hung around town so that folks who are underserved and/or not familiar with where postings for committee member solicitations could potentially have the opportunity to apply.
2. Jerry responds: not needed. Later in an email, responds that this might be a good idea.

Marcela Pino responds:

1. When TF formed, no guarantee that it would morph into a committee.
2. Does the committee need to act on a particular timeline -- is that a statutory thing?

Erika Lea responds:

1. Speed should not be a factor -- this is a marathon, not a sprint
2. Town needs to take a "long view" on this work. Furthering equity and many of those voices are not represented in this group yet.
3. Diversify this group to make decisions for those groups of people who we are trying to represent

Jerry Storey responds:

1. For diversity training, a formal body is needed to accept money (grant)
2. Begin new calendar year (Town) so wants to get things going. Work done could potentially signal money being budgeted for / set aside in the upcoming budget. Next budget takes effect July of 2023.

Sean Moran (member of public) responds:

1. What is the charge of this group?
2. Is this focusing on all of Town government?

Jerry Storey responds:

1. TF started because of policing incidents in Town
2. Focus was asked on government and Town government

Sean Moran responds:

1. Currently living in Lakeview Park where he has leadership position in community there.
2. Thought TF was talking just about race

Erika Lea responds:

1. Talking about all equity, there has been an intersectional lens from the beginning

Sean Moran acknowledges hearing that.

Patricia Fontaine responds:

1. Not just an issue with the police force. This is a town-wide issue.
2. Asking for recall from others: didn't the SB agree that a consultant was needed to move forward in a major way? Also, in a recent meeting, asking for recall, didn't Jerry say that SB would definitely make budget available?

Jerry Storey responds:

1. Did not say money would be made available.
2. Asks that group invites Sean Moran and Kevin Unrath to become TF members

3. Not 100% solid on the police-only representation on behalf of the Town as members of the TF (and would like Kevin Unrath there to remedy that)
4. The problem of inequity has been around for centuries, we need to move with a sense of urgency to get to remedying that. Therefore, a policy is needed.
5. Again, was not aware that a consultant would be required for this. Could TF do leg work and get the ball rolling? Could group present at May 11th SB meeting and also propose a revised policy for that meeting as well?

TF asks for clarification (Marcela Pino and Jennie Hoenigsberg):

1. Ok to come up with revised proposal? Flexible document?

Jerry Storey responds:

1. Yes, flexible document

Nancy Baker (member of public)

1. Ongoing and hard work issue of representation needs to be at forefront. Would love to see other residents on the committee.

Marcela Pino:

1. TF is comfortable becoming a committee
2. Ok to present at May 11 meeting.

[Visual acknowledgement from TF members as she says this]

Jerry responds:

1. Keep public interest by having topic ever-present
2. Colleagues on SB are entirely supportive

5:35PM Meeting adjourned.