

Shelburne Equity and Diversity Committee

August 27, 2021, MINUTES

Call to order 4:06

Participants: Erika, Jennie, Sue, Patricia, Cate, Marcela

- ❖ Welcome
- ❖ Approval of Agenda. Marcela moves, Jennie seconds, agenda approved
- ❖ Approval of minutes from our last meeting. Patricia moves, Jennies seconds, minutes approved
- ❖ Public comments
 - Helen Huyffer is a member of the public who is interested to learn more about the issues. She doesn't want to serve in the Committee right now because she doesn't know enough, but she is happy to be a "helper"
 - Patricia and Erika suggest steps to take to learn more about the issue
- ❖ Front Porch Forum E & D Committee account
 - Jennie communicated with FPF and it is a problem that the posts have to be attached to a name. FPF asks for the ill will messages to be forward to them so they can keep track
 - Sue has received messages from him for many years and has communicated with FPF as well. She has exchanged messages with him and think he is harmless
 - Discussion about a letter on Shelburne News from a person responding to our invitation. It seems wise to have a discussion on how to respond to letters like this. We are going to see more of this reaction. Maybe one response would be to organize discussion sessions to invite the public. For now, we can encourage friends to respond. Erika suggests getting the Town government involved. Jennie suggests going to the SB meeting to give an update and ask the SB how to handle pushback from the public about our committee. Patricia suggests forming a subcommittee to respond. Jennie says it can be a Communications subcommittee
 - Cate suggests doing a workshop among the committee to practice responding to challenging messages or conversations
 - Marcela will lend her name to the FPF posts, but attached to the committee email address
- ❖ Equity & Diversity Committee Webpage update.
 - Betty has made updates to our committee webpage on the town site - direct link to Zoom meeting and link to Membership Invitation.
 - There is no Google Translate widget yet, Erika has written to Betty to follow-up on this piece.
- ❖ Discuss Committee Membership Status and Process
 - Do we need an Executive session? Is it appropriate?
 - The invitation has been out for almost a month. We can assign # to the names and then the subcommittee will filter and then present the final candidates to the Committee. The Committee then present the people selected to the SB to be approve
 - We need to communicate the process to candidates. Erika already responded to all candidates
 - About interviewing candidates: we can do it in person (not Zoom). Cate is suggesting talking with the people at the Library Committee about how they go about interviewing. Sue suggests that initial interviews are done by the subcommittee
- ❖ Other business

- We need to start thinking about requesting a budget. We need to present before December.
- Should this be another subcommittee?
- ❖ Action items:
 - Cate sends Library contact to Erika
 - Jennie coordinates membership subcommittee
 - Erika and Patricia coordinate brief public comments update for next Selectboard meeting, specifically around pushback from community (Letters to Editor) and request for SB support.
- ❖ Determine facilitator/ agenda for next time; set next meeting date (possible Executive Session to discuss membership)
 - Jennie will facilitate, Erika takes notes, Cate start Zoom from the Town Offices
 - Agenda for next week:
 - ✓ Update from membership committee
 - ✓ Update from Library process
 - ✓ Update about response from FPF
 - ✓ New time for the meeting