

Glover Equity Committee
MINUTES
7 April 2022

Present: Jethro Hayman, Chair, Maria Hill, Vice Chair, Brian Carroll, Ann Creaven, Betsy Day, Bethany Dunbar, Noel Ford, Doug Safford, Sarah Gluckman, Carmela Young, Darlene Young, Secretary

Meeting called to order at 4:05 p.m. Thanks to Noel, Cheri and Doug for providing refreshments for the meeting.

The town has set up a special fund for the equity committee to handle donations and reimbursements. See Cindy Epinette. An email group has been created to make committee communication easier: equity@townofglover.com

Reports from Diversity Workshops (Catalyst and Northern Forest)

Jethro reported on two online diversity training workshops. A clear message coming out of them is the importance of rural white communities doing diversity work. He learned that welcome signs and welcome baskets have been effective in other communities. Dialog and discussion are critical to the work. Jethro will share links to the trainings.

The Vermont League of Cities and Towns is developing a toolkit for equity. The Glover Equity Committee may be able to learn from and collaborate with other equity committees.

Fund-raising (Grants and donations)

In order to be able to offer events and trainings or to take on additional projects, the committee will need to do some additional fund-raising. A training for committee members to hone their skills in diversity and equity work will likely be costly. The Vermont Community Foundation has grants of various sizes available for equity work. There may be some funds available in conjunction with Glover Day. The committee should be able to take advantage of the town's non-profit status when applying for grants and seeking donations. Bethany, Maria, Carmela and Darlene agree to form a fund-raising committee that can bring ideas and proposals back to the larger group. We may be able to leverage grants to increase our chances to being awarded other grants.

Welcome sign update

Jethro brought a stack of the "All Are Welcome Here" signs to distribute to committee members, who will approach businesses about displaying the sign. The signs will also be on/in town buildings and near town boundaries. Jethro suggested giving businesses the opportunity to make a \$10 donation for a sign. Jethro can add grommets to the signs depending on how people want to display them. Committee members are urged to notify Jethro of where the welcome signed have been placed. More signs are available.

Gender Equity

The committee hopes to balance its work in different areas of inequity, including gender and identity.

Public Communications Strategy

Having our own website will give us the ability to share the committee's work, provide accurate information, dispel misinformation, publicize events, and accept donations. The tone of our communications will be important. Our website can have a link to the town's website. Having our own website will be useful in our fund-raising efforts. Jethro and Doug will work together on our communication strategy. Social media, including Front Porch Forum, will be part of the strategy. Motion (Hayman/Hill) to create Glover Equity website. Approved.

Events (Movies, meals music)

Events will be on the agenda for next meeting because time was limited.

Equity in Town Government

The committee could explore issues of pay equity and how open positions are filled as part of our advisory role. We can make the select board aware of areas that could use improvement.

Anti-racist Book Group

The committee will talk more at the next meeting about sponsoring a book group to read and discuss an anti-racist book. We can work with the library for help obtaining the books and in publicizing the group.

Motion to adjourn (Gluckman/C. Young). Motion passed. Meeting adjourned at 5:15 p.m.

Future agenda items: Events; Book Group; Welcome Baskets

Meetings are held the first Thursday of each month. Next meeting: Thursday, May 5, 2022 at 4 p.m. at the Glover Town Hall

Respectfully submitted,
Darlene Young, Secretary