

**Glover Equity Committee**  
**MINUTES**  
**3 June 2022**

Present: Ann Creaven, Betsy Day, Bethany Dunbar, Sara Gluckman, Leanne Harple, Jethro Hayman, Chair, Mariel Hess, Maria Hill, Vice Chair, Carmela Young, Darlene Young, Secretary

Meeting called to order at 4:06 p.m.

**Welcome sign update**

Committee members had been informed last week that one of the welcome signs was removed from the wooden Welcome To Glover sign on Route 16. The select board asked for recommendations from the committee about how the town should respond. Both were apparently outside the right-of-way for the road and likely on private property. The select board had discussed several options. Motion (Hayman/Day) to recommend to the select board that both signs be relocated to town property near the intersection of Routes 122 and 16, in the vicinity of Westlook Cemetery. APPROVED.

The committee discussed recommending that the police not be involved at this time. If the sign is removed from town property, the police will be notified. Restorative justice was discussed as a possible response to the theft and destruction of town property. One response to the theft of the sign is to get more signs up around town. Anyone who is interested in publicly displaying a sign can get one from Jethro or a committee member. Committee members discussed other possible sites to display signs on town property, like the Shadow Lake Beach. More information is needed about ownership of the ambulance bay and the fire department. Motion (Hayman/Hill) to ask Randy Williams, personnel officer for the ambulance squad, to informally broach the topic of having a sign at the ambulance bay. APPROVED. The ambulance squad declined to display a welcome sign. The committee would like to pursue a dialogue at this point. A sign is displayed on the bulletin board across from the ambulance bay.

**Inclusive Communities Grant**

The grant committee met two weeks ago to discuss possible ways to use grant funds from the Inclusive Communities Grant of the Vermont Community Foundation. Bethany, Darlene and Jethro contributed to the draft grant application that was shared with committee members. The committee will seek a letter of support from the select board. The committee will apply for a \$10,000 grant to support trainings and events. Jethro will be the point person for the grant and will set up an account with the Vermont Community Foundation to submit the application.

The committee discussed the possibility of collaborating with the Glover Community School as part of the grant-funded activities. While there may be opportunities to work

with the school in the future, the grant application draft sets out an ambitious set of goals in the next year without including activities with the school. Any work with the school would require a partner in the school who knowledgeable and skilled in equity work. Staff changes at the school present a challenge and the supervisory union has not prioritized equity work. As a majority white committee, we recognize that it's important to look critically at our plans, including those with the school.

### **Cross-Cultural Events Planning**

The committee discussed the possibility of hosting a Mud Season Motown Night. The event could include a dance, a film (*Hitsville*) showing, and/or a community conversation. It could be an opportunity to bring the community together for an educational event about music, historical and cultural contexts, and equity issues. The committee might be able to partner with the library again.

Bread and Puppet Theatre is enthusiastic about performing a show on the green with interns from several countries. The Hallelujah Show is a good option for a cross-cultural event and is performed in several languages. A weekday performance in late June fits the theatre's schedule. Motion (Hayman/D. Young) to hold the show on Tuesday, June 21 at 5:30 p.m. (Thursday could act as a rain date.) We could consider another performance later in the summer and include an international dinner or refreshments.

### **Glover Equity Committee Logo**

Motion (Hayman/D. Young) to ask Maria to work on a draft of a logo for the committee to use in its equity work. APPROVED. One possibility is to play off the name of the town: **GLOVER**. Others are also welcome to submit concepts for a logo.

### **Communications Strategy**

Due to limited time, the committee's communications strategy will be discussed at next month's meeting. Among topics to consider are branding, press policy, use of print media, our website, use of social media.

### **Anti-racist Book Group**

The first meeting of the anti-racism book discussion group will be Tuesday, June 7 from 6-8 p.m. at the Glover Public Library. Jethro will facilitate a discussion of *Nice Racism* on the first Tuesday of June, July and August.

Meeting adjourned at 5:15 p.m.

Future agenda items: Communication Strategy

**Meetings are held the first Thursday of each month. Next meeting: Thursday, July 7, 2022 at 4 p.m. at the Glover Town Hall**

Respectfully submitted,  
Darlene Young, Secretary