

# **Glover Equity Committee**

## **MINUTES**

### **7 July 2022**

Present: Heidi Cooperstein, Betsy Day, Bethany Dunbar, Noel Ford, Sara Gluckman, Leanne Harple, Jethro Hayman, Chair, Mariel Hess, Maria Hill, Vice Chair, Doug Safford, Carmela Young, Darlene Young, Secretary

Meeting called to order at 4:05 p.m.

#### **Inclusive Communities Grant**

An Inclusive Communities grant application for \$10,000 was submitted to the Vermont Community Foundation. A letter of support from the board of selectmen was included with the application. The foundation has no firm timeline for reviewing applications and notifying applicants of its decision. It's possible we might receive only partial funding.

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

The performance of the Hallelujah Show by the Bread and Puppet Theatre scheduled in June had to be postponed due to Covid cases among performers. The committee hopes to reschedule the event, possibly for Saturday, July 30. Glover Day had been planned for that date but has been cancelled, however the Glover Church will be holding an auction so we could potentially attract some of the same people in town for the auction. If we get the grant, food might be included to provide an additional attraction. Betsy and Bethany will work together on publicity, including posters, once a date has been set.

#### **Glover Equity Committee Logo**

This topic will be discussed at a future meeting.

#### **Welcome Baskets**

Committee members delivered six more baskets to new residents the last week in July. A total of 18 baskets have been delivered to people who became residents of Glover during 2021 and the first half of 2022. Committee members can contact Darlene with names of new residents. Sweet Rowen Farmstead recently donated cheese for the baskets. A brochure from the Orleans County Natural Resources Conservation District with info on lakes and ponds in the area will be included in the baskets going forward.

#### **Committee Priorities**

The committee discussed its role, its authority and what to do when issues of concern come to our attention. The Glover Equity Committee fills an advisory role to the board of selectmen. Much of the work of the committee revolves around creating a welcoming, inclusive and equitable culture within the town. Individual committee members are encouraged to share information with others about town and state government and agencies that could be helpful.

## **Welcome sign update**

A notice about how to obtain welcome signs appeared on Front Porch Forum and a letter appeared in *the Chronicle*. The notice and letter made note of the fact that some signs had disappeared from where they'd been installed. Jethro has received some requests for signs. He also received an anonymous email from someone who was fearful of displaying a sign.

A welcome sign has been put up at the Shadow Lake Beach.

## **Anti-racist Book Group**

The book group reading *Nice Racism*, co-sponsored by the Glover Public Library, has met twice. It has been well attended and included open and honest dialogue. Jethro will check with Toni about the possibility of extending the group to a fourth session, to include a session devoted to critiques of the book. The book group will be offered again in the fall. Thanks to Noel for refreshments and Jethro for facilitation.

## **Proposition 2**

Proposition 2, a constitutional amendment to abolish slavery in all forms that will be on the ballot in November, has overwhelming support in most of the state and will likely pass. Governor Scott supports the amendment. We would like to make sure the measure gets strong support in Orleans County. Several county legislators voted against the amendment. Although Vermont's constitution prohibits slavery, the language includes multiple exemptions that allow slavery. The measure does not affect the way the criminal justice system punishes those convicted of crimes. Motion to support the Proposition 2 constitutional amendment (Hayman/Dunbar). APPROVED. The committee discussed ways to raise awareness about the ballot measure, possibly through an event. The committee might be able to partner with the Racial Justice Alliance.

## **Communications Strategy**

The committee has done some work to communicate about its work through posts on Front Porch Forum, a letter to the editor, a website ([gloverequity.org](http://gloverequity.org)), and posting minutes on the town's website. A coordinated strategy is needed to increase our effectiveness in sharing information, countering misinformation, and publicizing events. Social media can be useful for some things but is not a place for controversial discussions. Moderating our social media will be necessary. Social media can help direct people to our website. Motion to create the committee's own social media page (Hayman/Gluckman). APPROVED. Darlene and Carmela will edit the Frequently Asked Questions for posting. Jethro will help with the technical end and edit info on Proposition 2. Committee members can bring ideas for new content to the group and make comments on drafts. Editors can make decisions about content so that delays in posting are kept to a minimum. Revisions to content are possible.

**Language**

The committee recognizes the power of language when referring to marginalized groups (e.g. black, brown, BIPOC). Some people prefer one term over another term. We are encouraged to be open and respectful about those preferences.

Meeting adjourned at 5:18 p.m.

**Future agenda items: branding**

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

Respectfully submitted,  
Darlene Young, Secretary