

**Glover Equity Committee**  
**MINUTES**  
**30 March 2023**

Present: Heidi Cooperstein, Ann Creaven, Betsy Day, Bethany Dunbar, Noel Ford, Jethro Hayman, Chair, Mariel Hess, Maria Hill, Vice Chair, Doug Safford, Carmela Young, Darlene Young, Secretary.

Meeting called to order at 3:03 p.m.

**IDEAL**

The Glover Equity Committee will host the next IDEAL gathering on April 26 from 9 to 11 a.m. at the Town Hall. Two additional committee members can be invited to participate. Any committee member who is interested can send an email to other committee members using the group email.

***Newport Daily Express* Interview**

Jethro received a request to be interviewed by a reporter at the *Newport Daily Express* about the work of the committee. He'll ask to review the story before it runs in the paper to check for accuracy.

**Mud Season Dance Party**

Publicity for the upcoming dance is going well. Maria has distributed posters throughout the Northeast Kingdom and beyond. Darlene agreed to post the event on Front Porch Forum and send an announcement to *the Chronicle*. The Nephrock! Allstars from Boston will play for our Mud Season Dance on Saturday, April 8 from 7-11 PM at the Town Hall. We'll have a basket at the door for donations. Suggested donation is \$15. Committee members will take turns welcoming people at the door. We want to encourage patronage of the food provided by Parson's Dinner House. They can accept cash or digital payments. The menu will be posted on the Glover Equity Committee's website next week. Maria will reach out to Cheri about baked goods.

Set up for the dance will be at 5:30 on Saturday, April 8. Randy will open up and be available to help with set up. Clean up is scheduled for Sunday at 10. Maria has lined up some assistance but committee members are encouraged to help. The band will bring their own equipment. Mariel is checking on the capacity of the hall. Committee members are encouraged to be aware of any potential issues at the dance and communicate with one another to prevent problems. Maria will introduce the band. We will borrow tablecloths from the library.

## **Nonviolence Training**

Darlene agreed to draft a thank you letter to the King Center for the inspiring nonviolence training some committee members recently participated in and for the anonymous donation that covered our costs to attend. The \$520 in donations received from participants for the training will go into the Glover Equity Committee account. Jethro will be in touch with the King Center to determine whether it would be appropriate to send thank you gifts such as a Bread and Puppet banner or maple syrup.

## **Health Equity Grants**

Several committee members participated in an on-boarding session. The next step is to complete a health equity assessment. Having the input of the subcommittee members (Mariel, Heidi, Betsy and Jethro) will be important for the assessment. The subcommittee will meet via Google Meet on Monday, April 2 at 2 p.m. Members are encouraged to familiarize themselves with the assessment ahead of time. Jethro will forward more information.

## **21 Day Racial Equity Challenge**

Some committee members have signed up for a free 21 Day Racial Equity Challenge at <https://21dayequitychallenge.com/>. It is possible to participate as an individual or as a group. Each day participants receive resources and suggested actions. Committee members will report at our next meeting.

## **“All Are Welcome Here” Signs**

Motion (Hayman/Dunbar) to purchase 100 more “All Are Welcome Here” signs.  
APPROVED.

## **Glover Equity logo**

Cheri is making minor changes to the logo.

Noel agreed to get information on the cost of having flags made with the new Glover Equity Committee logo.

## **Finance Report**

Darlene agreed to get information about the committee’s financial status and activity from the Town Clerk and share it with the committee at each meeting.

## **Area Equity Groups**

Equity groups have formed in the towns of Hardwick, Coventry and Derby. Our committee may find ways to collaborate with them.

## **Equity Educational Posters**

The committee will borrow educational posters featuring current and historical people of color (e.g. Ketanji Brown Jackson, Martin Luther King Jr.). We will use them to decorate the Town Hall for the Mud Season Dance.

### **Countering White Supremacist Culture**

Participants in the Racial Literacy class were asked to select a characteristic of white supremacist culture to reflect on and work on in their lives. The committee chose the sense of urgency characteristic which has been used to silence marginalized voices. A possible antidote is to begin each meeting with a brief check-in to allow all voices to be heard.

Meeting adjourned at 4:29 p.m.

**Meetings are held the first Thursday of each month. Next meeting: Thursday, May 4, 2023 at 3 p.m. at the Glover Town Hall**

Respectfully submitted,  
Darlene Young, Secretary