

00:04:26 Town of Craftsbury: Jeannie or Diane, can you hear the audio?

00:06:01 Town of Craftsbury: hi moxie, is the audio working?

00:06:32 Moxie Mehegan: Now it is

00:08:55 Town of Craftsbury: Can everyone please add their name into the chat so that we can include you as being present for the meeting minutes? Thank you

00:09:00 Moxie Mehegan: Hello All, Moxie Mehegan here. Resident of Craftsbury Common and employee of Sterling College.

00:09:25 Diane: Diane Morgan

00:09:42 margie ramsdell: Margie Ramsdell

00:09:42 lamathez: Lori Mathez

00:09:44 gina campoli: John Brodhead and Gina Campoli

00:10:20 Cedar Hannan: Cedar Hannan

00:15:25 Town of Craftsbury: If you have just joined us, please type your name in the chat so that we can make sure to include you in the meeting minutes. Thank you

The meeting is starting. .

00:15:43 JSC: Sung-Hee Chung

00:16:34 036038: Anne Hanson

00:17:23 gina campoli: At some point it would be good to know how many responses you recieved.

00:20:04 margie ramsdell: If possible, it would be helpful for speakers to talk louder

00:25:05 eloise: Eloise Girard

00:31:08 Nancy Milholland: Nancy Milholland

00:32:20 Moxie Mehegan (they/them): Is this one response or a list?

00:32:52 Town of Craftsbury: a lsit from the postcards

00:32:57 Moxie Mehegan (they/them): Thank you

00:35:09 Prin Van Gulden: Princess van Gulden

00:40:01 gina campoli: Rudy's summary would be helpful.

00:43:28 Nancy Milholland: Just my input. There is racism everywhere. I think it is in Craftsbury too.

00:43:33 Nancy Milholland: Just my input. There is racism everywhere. I think it is in Craftsbury too.

00:44:36 Town of Craftsbury: Please let me know if you would like to speak

00:45:03 Nancy Milholland: Thanks

00:45:24 Nancy Milholland: will you relay comments too

00:46:10 Prin Van Gulden: It's quite hard to hear everyone.

00:46:54 Town of Craftsbury: yes. you can type your comments into the chat box and I will relay them

00:49:56 gina campoli: Peggy is right, the sample is too small and the questions a bit open ended.

00:50:10 Jeannine Young: Did the 44 responses include the online replies, too?

00:51:07 gina campoli: Has the group considered other ways to conduct outreach - through socially distant focus groups for example.

00:51:38 Nancy Milholland: Gina I was thinking the same thing

00:52:24 Nancy Milholland: I think that could follow after a transcript of this meeting.

00:52:45 Moxie Mehegan (they/them) #BLM: I am having microphone issues— here is my comment: I think this is a great place to start, and I applaud the efforts and gathering. The process of self evaluation is hard. Wrestling with looking at our comfort and lifestyle is HARD. It is important we keep an open mind that not everyones experiences in Northern Vermont has been the same. This is an investment in our community, our economy, and safety of our neighbors. I would invite us to consider all the possibilities of how we can do better.

00:53:30 Nancy Milholland: well said Moxie. I agree.

00:53:36 Moxie Mehegan (they/them) #BLM: Thank you.

00:54:34 Nancy Milholland: thanks Linda.

00:57:30 Nancy Milholland: it would help to say your first name when you speak. thank you

00:57:44 Nancy Milholland: for zoom folks

00:57:51 gina campoli: Good to know. Thanks

00:59:13 Nancy Milholland: May I suggest something

01:00:38 Prin Van Gulden: I think Emily makes a good point.

01:00:48 Nancy Milholland: yes. outside input 😊👍

01:01:16 Moxie Mehegan (they/them) #BLM: Question: Does CET have a budget from the town? Or do we expect one?

01:02:14 gina campoli: There's two ways to help - to facilitate or to train folks on equity issues.

01:03:00 gina campoli: Cant hear Susie

01:03:28 Nancy Milholland: Susie speak louder. missed it. thank you. 😊

01:04:51 JSC: State of Vermont has issued "Engagement Tools for Municipalities"

01:05:26 036038: Yes Linda-this seems an important way to gather experience from people who would not attend a focus group. There are many voices to be heard from people living here who feel marginalized

01:05:37 Nancy Milholland: I think a deep listening process good. with clear facilitating guidelines

01:07:06 Moxie Mehegan (they/them) #BLM: I agree 036!

01:07:22 gina campoli: Grants?

01:08:21 Peggy: I'd like to suggest that a report be issued which covers the responses the CET gathered (postcards). So many'inaudible.

01:08:35 Nancy Milholland: thank you so much. as a multi racial family I am pleased you are taking these steps.

01:09:21 Nancy Milholland: and I assume you will compile a document of all the card and online responses.

01:09:30 Peggy: Many more of us are "people of color" than may seem obvious.

01:09:32 Nancy Milholland: and you all are great!

01:09:53 JSC: This is Sung-Hee Chung. State of Vermont has issued tools for "Municipal Engagement for Diversity, Equity, and Inclusion.

01:13:48 Nancy Milholland: sometimes racism is subtle

01:15:13 Nancy Milholland: I think sometimes folks of color feel very sensitive and racism can be very subtle too

01:16:35 Moxie Mehegan (they/them) #BLM: If making a list of harm is important, it wouldn't be hard. There has been violence, verbal attacks, and intimidation of the BIPOC and Queer community. It takes trust and strength to share those stories AND it takes tolerance and empathy to hear them. I think that's why we are here.

01:17:16 Nancy Milholland: also think about outreach to the marginalized vs this bring a black mark on Craftsbury. the world is changing. you guys are embracing this change. I think this is a huge step. thank you again.

01:17:53 036038: I think a starting point is to ask why is this town and Vermont so white? There have been official policies (Sundown laws, the Vermont Eugenics project that have created our whiteness.) When people of color try to live here their experience is frequently not good and they leave.

We need to explore this. Simultaneously, we need to understand the pain/displacement/feeling of not belonging that is experienced by people who perpetrate the

01:18:27 036038: perpetrate "unfriendliness" in the form of racist or hateful actions.

01:18:56 Moxie Mehegan (they/them) #BLM: YES 036!

01:19:09 Peggy: 20 years ago we joined this community on Sept 11 2001, Among the issues raised was the presence of many from the Village, the Common, etc. who felt

01:20:21 Peggy: marginalized. (see above) ie discrimination even among community members.

01:21:47 Peggy: can't hear

01:23:41 Susan O'Connell: Stark Biddle

01:25:28 Prin Van Gulden: I think looking into getting help facilitating would be a great next step. The will and the all the great ideas are here, but the same ideas come up again and again for folks working to educate themselves and create these really important civil conversations. But a lot has been figured out by folks who have trained to facilitate these difficult discussions and we don't need to reinvent that wheel. We could get help with that side of things.

01:26:23 eloise: I agree with Prin

01:27:07 Stephen Hap Whelpley: I don't know exactly how to phrase it, but I appreciate Sheryl/Cheryl's viewpoint. If I couple that with the earlier talk that not all might share in the same perspectives, is the function of the committee to champion a particular perspective or to attempt to navigate all perspectives of equity? I think the mission statement needs to be directed towards the positive rather than reprimand or abolition if we want it to be as inclusive as possible.

01:27:50 Moxie Mehegan (they/them) #BLM: I am interested in being part of this group, if I can be added to the list.

01:28:55 Susan O'Connell: I am interested in joining. Stark Biddle

01:30:20 Susan O'Connell: The restorative Justice model and experience could be of help.

01:30:59 Prin Van Gulden: Also interested in continuing to be a part of this conversation

01:31:39 Nancy Milholland: I am signing out. as I am a part time resident I would appreciate updates on your work. thank you so much.

01:32:31 Peggy: I am interested in continuing this & further conversations. Thank you very much for tonight's gathering. Peggy Sapphire

01:32:52 Diane: Thank you, all.

01:33:30 036038: Thank you!