

Draft Minutes: Core Craftsbury Equity Team Meeting September 2, 2020

Core Team Members present: Cheryl Bailey, Rudy Chase, Lily Dunbar, Susan Houston (Selectboard), Jim Jones (Selectboard) Joe LaMare, Linda Ramsdell, Bruce Urie (Selectboard), Mandy Woodley.

Present at Town Hall: Tony Jones, Matt Allen, Julian Sharp, Jonathan Gilbert, Emily Maclure, Farley Brown, John Zaber

Present via Zoom: Moxie Mehegan, Lori Mathez, Margie Ramsdell, Diane Morgan, John Brodhead, Gina Campoli, Cedar Hannan, Sung-Hee Chung, Anne Hanson, Nancy Milholland, Princess van Gulden, Jeannine Young, Peggy Sapphire, Stark Biddle, Eloise Girard, Stephen Whelpley

This meeting was recorded on Zoom, with Julian Sharp moderating Zoom.

Rudy Chase called the meeting to order at 7:05PM after printed responses to the online survey, with contact information removed, were distributed.

Members of the core Craftsbury Equity Team (CET) took turns reading responses to the question "Please tell us what equity means to you?" aloud. There were 44 online responses, and 8 postcard responses. Susan Houston read the postcard responses. Rudy noted the thoughtfulness of the responses, and the many commonalities among them. Reading continued with the first page of responses to the question "Please tell us what you would like this team to address?"

At 7:30 the core team members shared conversations they have been having with people in town. Those attending via Zoom and those at the Town Hall also contributed to the dialogue. These conversations and responses to the formation of an equity team included: a desire to bring a divided Craftsbury back together; an emphasis on caring for neighbors; the observation that Craftsbury is part of the United States; people didn't realize the CET meetings were open; questions about why Black Lives Matter was brought to the Common; positive experiences Black people in Craftsbury and in neighboring towns have had, sometimes following initial discrimination; a sadness that Craftsbury is divided and seen as a racist town; the survey responses are few and not necessarily representative; many have not experienced, heard of nor seen racism in Craftsbury; the importance of the difference between equality and equity.

In discussion about how an Equity Team might work in Craftsbury, Mandy emphasized that it will be important for an Equity Team to be respectful of all, including those who don't want to be part of the process, and that it will be the work of an Equity Team to address a broad spectrum of equity issues. Mandy expressed the desire to have BIPOC representation on the Equity

Committee. Rudy talked about the possibility of having community conversations on the Common, in the Village, and Farley Brown talked about the value of going to have conversations in different neighborhoods of Craftsbury. Linda Ramsdell shared a model for training listeners and hosting listening spaces called Sidewalk Talks. Emily Maclure raised the possibility that this might be a good point to pause the process and get help to facilitate. Others affirmed getting help for training and facilitation. Bruce Urie said there are plans to work with Hilary Maynard who has been hired to work on equity by the supervisory union. Rudy acknowledged the Selectboard's support for forming an Equity Team, and there was wide acknowledgement that we are at the very beginning of the process to address equity in Craftsbury.

The Selectboard is compiling a list of names of people interested in serving on the Equity Committee. At the meeting, Julian Sharp and Jonathan Gilbert, Stark Biddle and Moxie Mehegan asked that their names be added, and Linda Ramsdell said that Hilary Maynard was interested.

The meeting adjourned at 8:15PM. Next meeting is scheduled September 23 at 7 PM.

Respectfully submitted - Linda Ramsdell