

**TOWN OF SPRINGFIELD
SPRINGFIELD INCLUSION COMMITTEE**

Springfield Town Library, 2nd Floor
43 Main Street, Springfield, VT 05156
Wednesday, November 16, 2022, 5:30 p.m.

1. **Call to Order:** the meeting was called to order at 5:33 p.m.
Present in person: Char Osterlund, Susan Dowdell, pattrice jones, Walter Martone, Brandon Gulnick, Crystal Stevens
Present via zoom: Charis Boke
2. **Additions/Subtractions to the Agenda:** Introductions for new member, CS, and brief synopsis of committee's actions added as #4. The warming shelter situation will be added under old business.
3. **Public Comment:** no public present
4. **Introductions:** CS introduced herself and told us a little about her background in health care advocacy and reform. She would like to use this platform to advocate for BIPOC community. Other members introduced themselves to CS by telling her their background. pj gave a synopsis of the committee's work so far. WM mentioned there is a perception in town that there is no discrimination. The library staff is reading the book *Subtle Acts of Exclusion*. SD said that she ordered 100 digital copies and hopes to have discussions town wide.
5. **Approval of Minutes:** October 26 meeting: BG moved/ WM seconded a motion to accept the minutes as presented. 6 ayes, 1 abstention
6. **Final Preparations for November 17, Informational Meeting:** SD has keys to the building and will be there early. CB to help with technology and make a sign-in sheet which will include ways attendees can contact the group for further interaction. pj will make sure that the warming shelter plight will be brought up.
7. **New Business: Revision of Town's Employee Handbook:** WM indicated the town will be revising the handbook sometime after the budget is developed and this would be a good time for our committee to review the contents and make recommendations. The committee will look at the equity screening tool that was compiled by a former committee member. CB is looking at other models and perhaps we might want to combine models. It is important that we consider the impact of policy.
Action: committee members will look at the existing model and suggestions from CB so that we can discuss this at our next meeting.
8. **Old Business:**
 - a. **Ongoing Housing-Related Work:** CB shared information from her contact with Lee Trapeni, executive director of Springfield Supported Housing (SSH) about a proposal for a warming shelter. Some of the barriers include transportation, public awareness of the need for a shelter, potential backlash from the public. CB shared a budget for LT's proposal.

pj said a project like that is out of our ambit, but perhaps the committee could help in other ways such as addressing the stigma attached to warming shelters. Further discussion by the group brought out that the town does not address social services, that they are in the realm of non-profits and the State. Money is also an issue. SSH could get a community petition to get this project on the ballot for a monetary contribution. If money were obtained that way it would not be available until the next budget cycle, July 1, 2023.

The committee mentioned ways support might be available such as vouchers, pods. Emergency housing numbers are posted all over the library. Members also expressed dismay that the warming shelter issue is not in the public eye, is not being reported as an emergency.

- b. **Rental Registry:** Springfield's rental registry is out of date. The State does not have a rental registry either. The committee still needs to find a way to get information out to landlords.

Given the time, pj moves and CB seconds a motion to put other agenda items on hold until next week. Motion accepted unanimously.

- 9. **Set date of next meeting:** Our next meeting will be Wednesday, December 21 at 5:30 p.m.

- 10. **Adjournment:** CS moved and CO seconded that we adjourn. Unanimous. Meeting adjourned at 7:13 p.m.

Respectfully submitted, Char Osterlund