

**TOWN OF SPRINGFIELD  
INCLUSION COMMITTEE**

**Meeting**

**Tuesday, February 24, 2026, 5:00 p.m.**  
Springfield Town Library • 43 Main Street

**Agenda**

**Present:** Caroline Comley, Carol-Lynn Knight, pattrice jones, Charis Boke (zoom), Dan Bannan (zoom)

**Absent:** Traci Price, Char Osterlund

1. **Call to Order-** meeting was called to order at 5:01 by pattrice jones
2. **Additions / Subtractions to the Agenda**  
None
3. **Public Comment**  
No members of the public
4. **Announcements**  
None
5. **Approval of Minutes**
  - a. December meeting  
Carol Lynn made a motion to pass as written, Caroline seconded.  
Unanimous.
  - b. January meeting  
Char had one amendment shared in an email: "Char shared her perspective that serving only vegan food did not feel very inclusive, especially since offering non-vegan food would be more inclusive than just vegan food. A discussion ensued."  
Dan will add that sentence.  
Charis moves to pass with that amendment, Caroline seconded.  
Unanimous
6. **Q&A with new Town Manager**  
Scott Pickup

Shared what he has been working on since starting as the new town manager  
Committee has outstanding questions- some that were originally brought to  
previous town manager Jeff, also have some new questions

Scott shared:

State has adopted new standards for websites- have to be accessible/compliant  
with different types of access

Sidewalks, ADA compliance/accessibility

Additional 100k in this budget for sidewalks, rehabilitation and additions  
(crosswalks). Springfield is behind where we should be in terms of updating  
infrastructure

Select board is interested in growing the grand list, creating additional  
housing, getting market rate housing

Projects- park street, site near the HS, smaller scale developments. Goal is to  
attract public/private partnerships to build middle income housing

Went through process of a banner policy in BF and the commentary was eye  
opening

Out standing questions/topics:

- a) Town website- almost ready to share another set of recommendations, we  
will expedite sharing those suggestions
- b) Department heads not aware of DOI, can it be shared with each  
department head and have a conversation with each department head to  
make sure they're in compliance. Jeff gave them the DOI but didn't have  
the conversation. Scott is willing to do this and will let us know when he  
has
- c) Want to meet with fire chief, Jeff had said it was OK to meet with him  
directly. Scott is OK with this
- d) Jeff Burnham met with us over a year ago, didn't reply to confirm that the  
agreements we made at that meeting would be put into place. patrice will  
send that to Scott and he'll follow up.  
Scott shared that Jeff B. is working on staffing at police department,  
procedures for dealing with citizen complaints. Building a second  
locker room for women since we now have 2 female officers.  
Recruiting diversity in the police department is challenging.
- e) Met with Charlie, have recommendations for her based on that meeting,  
will send to Scott
- f) Selectboard liaison, our previous member (Tara) had to resign. We can  
send those items to Scott and he will put it on their agenda. Agenda is

finalized Friday mornings, so Thursday afternoon is the best time to submit things in case he has questions

- g) Selectboard proclamations- haven't been put on the town website. Scott says that will be a regular practice

In BF had a listing people could sign up for that would go out every 2 weeks- community based events, news/information- was not hard to get content. Want to bring that here, was popular- up to 400 people by the time he left. need to get through the website updates in April then will get that going

- h) Fair housing brochure- would like to place these somewhere in town hall. Scott suggested first floor by the Springfield on the move office, can be placed there. There is another pamphlet table upstairs on the 2nd floor

### General Q&A

Charis asked- how do we hold stories of Springfield- was major hub for KKK in 20s/30s- lots of people don't know that. patrice suggested Charis create a presentation- the information isn't readily available online- maybe we can work with the historical society?

Scott raised the question of- How do we educate adults and youth about civility- how to participate in discourse and conduct themselves. How to get the youth involved in government. Difficult to reach the people we want to reach- e.g., students using slurs at the HS.

## 7. New Business

- a. Discussion on how to make our town safer and more welcoming for our immigrant neighbors in the current context of federal hostility

There is one group of officially welcomed Vermonters- what about everyone else?

Charis asked- does the town have a 287g agreement with the federal government? There is a state policy, noncooperation, state law enforcement officers don't do the work of the federal government. We don't have one at the local level. They're not allowed to share information.

Affirm that we are in the same position of noncooperation as the state.

FAQ on town website, under police dept, says they do not act for immigration enforcement. Come up with a plain language version of S.44/Act 28 and ask selectboard to affirm that

Make a poster about this law, make it in several languages, put it up in different locations (grocery store, dollar store, etc.)

Action steps: get copy of the law, rewrite in 4th grade language that says exactly what the selectboard is going to affirm, make an infographic

Caroline will rewrite the language, patrice will write to the selectboard and can make the infographic

## **8. Old Business**

- a. Report-backs on research/outreach  
Carol-Lynn, Green Peak- they're in transition
- b. Assessment of town website  
Traci, move to next meeting
- c. Recommendations to HR Director  
patrice has been working on this, nothing to share out yet
- d. Fair Housing brochure distribution  
Carol Lynn will bring to town hall, will contact Springfield Supported Housing about sending them to landlords
- e. Form for committee page on town website  
No updates

## **9. Recommendations to Selectboard**

None

## **10. Takeaways and Future Agenda Items**

MLK event- annual, selectboard makes it an annual event

## **11. Set date of next regular meeting: March 24 at 5 PM at Springfield Town Library**

## **12. Adjournment**

Caroline moved to adjourn, Dan seconded. Unanimous. Adjourned at 6:28

Pending Agenda Items: Routine distribution of fair housing brochure to landlords • Welcome packet for new members • Anti-Stigma event • Ageism event • Educational event series on common slur words • Civility event • Police complaint form • Health officer • Assessment of remaining town policies and procedures • Fire Department complaint procedures • Visit by fire chief • Pride Month (May) • 2027 MLK Day event (November)