

**TOWN OF SPRINGFIELD  
INCLUSION COMMITTEE**

**Meeting**

**Tuesday, March 24, 2026, 5:00 p.m.**

Springfield Town Library • 43 Main Street

DRAFT Minutes – submitted by Carol-Lynn Knight  
Join Zoom Meeting: <https://us06web.zoom.us/j/83978497645>  
Meeting ID: 839 7849 7645  
Dial by your location: +1 929 205 6099 US (New York)

**Agenda**

1. Call to Order – patrice called the meeting to order at 5:05pm  
Attendees: patrice jones, Carol Knight, Charis Boke, Dan Bannan, Char Osterlund and Traci Price. Absent: Caroline Comley
2. Additions / Subtractions to the Agenda – SHIP update added as Item 7b
3. Public Comment - None
4. Announcements – Spring crocuses and daffodils are starting to come up.
5. Annual Post-Town-Meeting-Day Reorganization
  - a. Elect chair and vice-chair – patrice was unanimously approved as committee chair – motion made by Charis and seconded by Char.  
Char was unanimously approved as vice-chair – motion made by patrice and seconded by Char
  - b. Affirm rotating note-taking or elect secretary – Charis moved to affirm notetaking will continue to be rotated among members. Char seconded. All in favor.
  - c. Affirm or change regular meeting day and time – affirmed to keep meetings on 4<sup>th</sup> Tuesday of each month
6. Approval of February Minutes – motion to approve minutes by Carol – minutes approved by patrice, Carol, Charis and Dan. Traci and Char abstained.
7. New Business
  - a. S.44/Act 28 information and affirmation – Caroline assigned to translate the act in plain language. ~~Dan~~ Charis will follow up with Caroline. The Act prohibits Vermont state and local police from entering into agreements with Immigration and Customs Enforcement. Recent incident where the Burlington police did act at the behest of ICE raised concerns. Have the select board affirm.
  - b. SHIP – State Health Improvement Plan – Charis presented to the Public Health Caucus in conjunction with the Older Adults caucus of the legislature as a member of the SHIP workgroup on housing. SHIP is available on the Department of Health website. Plan has 4 goals with a work group assigned to each. Committee, please review this 15-page plan. Something that anyone can use. Charis asked for suggestions of organizations in Springfield that are doing good work. Patrice made a motion that we recommend that the Springfield ~~Supported~~ Housing Authority (SHA) read SHIP. Seconded by Char. All in favor. Recommend that the town manager Scott Pickup and the select board read the SHIP. patrice made a motion, Char seconded, all in favor.  
[URL for a PDF of the State Health Improvement Plan](https://www.healthvermont.gov/sites/default/files/document/vermont-state-health-improvement-plan-2025-2030.pdf)  
<https://www.healthvermont.gov/sites/default/files/document/vermont-state-health-improvement-plan-2025-2030.pdf>

Commented [CB1]: I think someone else must have seconded this?

Formatted: Highlight

Formatted

8. Old Business

a. Report-backs on research – none

~~b.~~ Report-backs on outreach/invitations – school superintendent, agreed to come to our May meeting. ~~Understand the superintendent’s timeline for implementing equity audit recommendations. How can the community support the school district. Address harassment and bullying in the school. Back up the. The committee agreed to support previous work done by SSD Equity Committees work.~~

~~e-b.~~ Youth involvement – can we have youth representatives on the Inclusion Committee? ~~find out legality first and implement in September. patrice will check with Town Clerk.~~

~~d.~~ Report-backs on outstanding recommendations – patrice ask library about two events. Ageism – Tracey is working on and willing to organize event. Civility event – Carol and Traci will work with Tracey.

~~e-c.~~ Carol-Lynn reported that Green Peak Alliance is having their second meeting this week and reorganizing. Stigma brochure. Carol will reach out so the committee to discuss.

~~f-d.~~ Assessment of town website – Vermont has rolled out new accessibility guidelines for town websites. Hunter will work with us to redesign. Traci will resend the breakdown. Please read before our next meeting.

~~g-e.~~ Recommendations to HR Director -patrice will complete in next two weeks. Share for next meeting.

~~h-f.~~ Form for committee page on town website – none

~~i-g.~~ Continuing discussion on how to make our town safer and more welcoming for our immigrant neighbors ~~in the current context of federal hostility~~ – training on Thursday on ZOOM. The Ethiopian Community Development Council (EA-CDC) recommended gatherings such as community dinners. Keep on agenda. <https://www.ecdevt.org/>

~~j-9.~~ Recommendations to Selectboard - ~~none~~ Recommend that the select board read the State Health Improvement Plan. patrice made a motion, Char seconded, all in favor. Charis will send to town manager to share with Selectboard.

~~9-10.~~ Takeaways and Future Agenda Items

~~10-11.~~ Set date of next regular meeting: April 28 at 5 PM at Springfield Town Library

~~11-12.~~ Adjournment – patrice motioned to adjourn at 5:58pm, Charis seconded. All in favor.

Commented [CB2]: I don't think we discussed this?

Formatted: Normal, Space Before: 0 pt, Allow hanging punctuation

Formatted: Condensed by 0.1 pt

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 (October)