

**TOWN OF SPRINGFIELD
INCLUSION COMMITTEE**

Meeting

Tuesday, January 28, 2025, 5:00 p.m.

Springfield Town Library • 43 Main Street

Join Zoom Meeting

<https://us06web.zoom.us/j/89783249499>

Meeting ID: 897 8324 9499

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Agenda

1. Call to Order at 5:02pm by pattrice jones
 - a. present – Charis Boke, pattrice jones, Carol-Lynn Knight, Caroline Comley, Char Osterlund, Dan Bannan, Traci Price
 - b. Absent- Tara Chase
 - c. Public present – Heather and Rey Rigney
2. Additions / Subtractions to the Agenda
 - a. Dan requests discussion of the Woodstock school racism article from today's VtDigger be added to the followup to December hate speech incident
3. Public Comment
 - a. concern expressed about the possibility of threats against people filing formal grievances in town
 - b. concern shared about pressure or lack of funding that the work of inclusion at the state and local level will be interrupted
4. Announcements - none
5. Approval of Minutes of December 16 meeting and January 14 special meeting
 - a. Charis motioned to postpone approval pending review of updated drafts; seconded by Caroline; unanimously approved
6. New Business
 - a. Code of Ethics, Whistleblower Protection, and Municipal Complaint form
 - i. discussion postponed until next meeting
7. Old Business
 - a. Debrief of MLK Day event
 - i. outreach was really effective in short timeframe – texting and email list, personal invitations worked, simple posters
 - ii. feedback was really positive, felt good and important to be there together and to read Dr King's Letter from a Birmingham Jail. About 30 people attended.

- iii. statewide Inclusion committee documenters (Bob Harnish and Patti L?) were present and will report about it to their statewide newsletter since other towns might want to do something like it
 - iv. resident concerns expressed about vulnerable community members, discussion of how the committee can support community.
 - 1. subcommittee will follow up – Traci and Charis plus interested members of the public
 - b. Follow-up on responses to December incident
 - i. actions taken
 - 1. organized MLK day event
 - 2. Committee member attended SSD school board meeting on Jan 21st, 2025 to describe and discuss the incident. No substantive discussion ensued at the school board meeting.
 - a. one response that was expressed was that “if nobody said anything, no harm was done”
 - ii. further actions to take
 - 1. Unclear to the committee who youth turn to for support with things like this, either in school or in the broader community – discussion of how this committee can support the schools and youth.
 - a. we want any youth (and adults) who have been harmed by this incident to know that people are outraged this happened and are working to make the town safer for them.
 - 2. Re-invigorate Youth Committee for advice from youth – Caroline, Carol-Lynn, Traci volunteered for this subcommittee
 - 3. Committee members also will reach out to organizations focusing on support for our Black, Indigenous, and People of Color community members to see what resources the committee might recommend or put in place for town members, youth and adults alike
 - a. [Vermont Human Rights Commission](#); Vermont Anti-Racist Coalition; [Every Town/NEFOC](#); [Education Justice Coalition](#); collecting educational resources that exist around this kind of racist hate speech
 - iii. discussion of today’s [VTDigger article](#) about the \$175,000 settlement awarded to mother and child who were racially bullied in Woodstock school system [<https://vtdigger.org/2025/01/27/i-had-to-shut-down-student-who-endured-persistent-racism-at-woodstock-school-wins-settlement-against-district-supervisory-union>]
 - c. SSD Equity Committee update
 - i. Char and Traci will bring the discussion about the hate speech incident to the SSD Equity Committee

- ii. SSD Equity Committee activity part 3 – discussion postponed til next regular meeting
 - d. Police complaint form
 - i. discussion postponed til next regular meeting
 - e. Form for public to report incidents to committee
 - i. discussion postponed til next regular meeting
 - f. Visits to other town committees
 - i. discussion postponed til next regular meeting
 - g. HR department practices
 - i. discussion postponed til next regular meeting
 - h. Review of selected town policies and procedures
 - i. discussion postponed til next regular meeting
- 8. Potential Recommendations to Selectboard
 - a. The committee will recommend the Selectboard issue the statement we have drafted for them. Chair will share it with Town Manager and Selectboard liason
- 9. Set date of next regular meeting: February 25th at 5 PM at Springfield Town Library
- 10. Char moved to adjourn at 6:48. Carol-Lynn seconded. Unanimously approved and adjourned.

Pending agenda items: New town employee handbook, town hiring policies, departmental procedures for putting DoI into practice, park policies follow-up, fire department complaint procedures, parks reservations, fair housing information for landlords, discussion with police department representative, committee vacancy, welcome packet for new members, subcommittees