

**Glover Equity Committee**  
**MINUTES**  
**16 November 2023**

Present: Heidi Cooperstein, Jethro Hayman, Chair, Mariel Hess, David Perrigo, Doug Safford, Joan Vincent, Darlene Young, Secretary.

Meeting called to order at 4:02 p.m. at the Glover Town Hall.

**First Annual Office of Racial Equity Apiary for Movement Builders Conference**

The Office of Racial Equity holding a conference on October 26-27 in Stowe. The conference was well-attended, diverse in many respects and many state employees attended. The conference featured a keynote and workshops on a variety of topics. Jethro, David and Maria attended and recommended the conference.

**Health Equity Survey**

A Zoom meeting is scheduled for Monday, 11/27 at 10 A.M. to hear the results of the survey and to discuss next steps. Our hope is to have plans in place so that work on the ADA-compliant community garden can move forward next spring.

**Equity Banners/T-shirts**

Heidi offered to investigate the costs of a banner and T-shirts featuring the new logo designed by Cheri.

**Budget Request to the Town for Equity work**

Jethro will make a request to the selectmen for \$1,000 to support equity work in town. This is the first year we have made a formal request.

**Equitable and Inclusive Communities Grant**

The committee received notification that we will receive another \$10,000 Equitable and Inclusive Communities grant through the Vermont Community Foundation. Thanks to Jethro for his work on the proposal.

**Advancing Calling In by Loretta Ross**

An online class entitled Advancing Calling In by Loretta Ross will be offered in January. The class will meet eight times, on Tuesdays and Thursdays. Cost for the class is \$20. Jethro praised the presenter's thoughtful, strategic approach to interrupting racism. You can sign up here: <https://lorettajross.com/callingin-online/callingin-advancejan2024>

**IDEAL Cohort**

Jethro and Maria have participated in the IDEAL cohort for a year. There have been multiple benefits to participating. Glover and Hardwick are the only towns in the Northeast Kingdom who are part of the cohort. The cohort will be expanding to include

more towns. We can offer support to other towns who are trying to get equity work started in their community.

### **Welcoming & Engaging Communities Cohort with VLCT**

We have the opportunity to be part of a Welcoming & Engaging Communities Cohort through the Vermont League of Cities and Towns, led by Abundant Sun. The commitment is six months in length. The cost to us is \$100; VLCT covers additional costs. The cohort is a chance to learn about what other towns around the state are doing and to be exposed to a more evidence-based approach. Motion Hayman/Safford to pay \$100 membership. APPROVED.

### **2024 Vermont Community Foundation Grant Plans - Let's Go!**

We plan to request \$1000 to help defray expenses for cultural programming and trainings. This may include programs with more latina/o and indigenous representation; language classes; educational programming possibly through the Clemmons Family Farm. Committee members are encouraged to check out the website for the Clemmons Family Farm to see their curriculum. Mariel, Joan and Darlene will investigate educational program options that might include working with the library and the Old Stone House Museum. We tentatively discussed a similar time frame of events for a mud season dance in April and another MLK training in March.

Meeting adjourned at 5:04 p.m.

**Meetings are held the first Thursday of each month. Next meeting: Tuesday, December 12, 2023 at 3 p.m. at the Glover Town Hall**

Respectfully submitted,  
Darlene Young, Secretary