

NOTES
Bristol Equity Committee (BEQC)
 September 25, 2024
 via Zoom

AGENDA ITEM	ACTION/DECISION
Committee Members present: Trevor Wilson, Ainaka Luna, Betsy Blair, Krista Siringo Also present: Tabitha Moore, Porter Knight, Jim Quaglino	
Call to order: 7:05 pm	
Public Comment Period	
Addition of Items to Agenda	<p>1. Sept 15-Oct 15 Hispanic Heritage Month; Oct 14 Indigenous Peoples Day: celebration in Middlebury, sponsored by St. Stephen’s Episcopal Church Action: Krista will post something on FPF for this month acknowledging and honoring Hispanic Heritage Month. Committee will consider regular posting of other events coming up. Reference VTDOC’s JEDI Bulletin</p> <p>2. Betsy raised a concern about using acronyms as a practice of in-group jargon that is not welcoming to newcomers. Tabitha helped to do an audit of our town documents to ensure they are inclusive and in plain language. How does this committee encourage the selectboard to take action on this so that all town documents are moving in that direction?</p> <p style="padding-left: 40px;">a. Committee could send a memo to the Selectboard, or a committee member could speak in public comment at a meeting.</p> <p>Action: Notes go to selectboard, recommendations will be highlighted for us and for the Selectboard to see. We will also plan to attend a future meeting to update the Board with our work and vision</p>
Review notes from August meeting	
Old Business	Add parenthesis after vision statement that says DRAFT
New Business a.	a. Information Swap: Discussion tomorrow (Thursday) night at the Library:

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<p>b. c.</p>	<p>How to have productive conversation with people you disagree with https://www.lawrencelibraryvt.org/events</p> <p>b. Community Practice with Tabitha</p> <p>i. Still in scaffolding stage; need to determine how we work together, communicate. work on one piece at each meeting</p> <p>ii. Why is this necessary?</p> <p>Action: Each person picks a category to respond to, and comes up with a few lines of response, based on preferred style to answer the question: Why is this necessary? Krista: storytelling (recent newspaper articles on bias incidents in Vermont) Trevor: storytelling, inquisitive Ainaka: data, theory Betsty: humanistic, storytelling Porter: theory.</p> <p>Related resources: For the data/statistics work: https://docs.google.com/presentation/d/1e8-LGLzI-0vaY8Fq9RFbYbmZ3tn4wO1Fwe4N96uXqD4/edit?usp=sharing</p> <p>https://racialequity.vermont.gov/sites/reap/files/documents/2024%20EDRE%20Report%20to%20Legislature%20FINAL.pdf</p> <p>https://hrc.vermont.gov/sites/hrc/files/Kicked-Out.pdf</p> <p>iii. Action: two to three populations we want to engage in next steps</p> <p>Next meeting: work on community voices project, do some learning How Bias Becomes Business or Interrupt Harm</p>
<p>Next Meeting</p>	<p>October 23 at 7:00pm</p>

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Adjourn at 0:00 pm	
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Resources shared during the meeting:

[Equity Committee slide deck](#)

Holidays Update

Jewish High Holidays (October 2-12): The High Holy Days of Rosh Hashanah and Yom Kippur celebrate the New Year. The holidays themselves are only two or three days total (some observe Rosh Hashanah for two days and some for just one), but the ritual and engagement of the High Holiday period includes the 10-day period between Rosh Hashanah and Yom Kippur. Jewish holidays fall on varying days of our common calendar each year because they use a lunar rather than a solar one. The new year is celebrated by acknowledging, apologizing and atoning for any mistakes or grievances they made the previous year. The high holidays are the most important holidays to Jews worldwide; even Jews who do not regularly celebrate most rituals or holidays may go to synagogue for them.

Yom Kippur is a 24-hour fast from sundown to sundown, when they atone in earnest and pray until the break-fast after the sun sets. A good Rosh Hashanah greeting is “L’Shanah Tova,” which means Happy New Year.

Native American Day (September 27th): In several states, Native American Day is observed on the fourth Friday of September to honor and celebrate the culture, heritage, and contributions of Native Americans. This day is an opportunity to acknowledge the deep-rooted history and enduring presence of Native peoples in our nation. It serves as a reminder to respect and learn from the diverse indigenous cultures that have shaped our land

On Latino/e/a/x and Hispanic Heritages:

[https://medschool.duke.edu/blog/ask-oedi-hispanic-latino-latina-latinx-which-best#:~:text=Hispanic%20refers%20to%20a%20person,Central%20America\)%20and%20the%20Caribbean.](https://medschool.duke.edu/blog/ask-oedi-hispanic-latino-latina-latinx-which-best#:~:text=Hispanic%20refers%20to%20a%20person,Central%20America)%20and%20the%20Caribbean.)

As we transition from summer to fall, September includes several observances that honor and promote diversity, equity, and inclusion. By recognizing and honoring these cultural observances, we deepen our understanding and appreciation of the different backgrounds and perspectives that enrich our lives.

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- Hispanic Heritage Month (September 15th - October 15th) - Hispanic Heritage Month recognizes and celebrates the contributions of Hispanic and Latino Americans to the history, culture, and achievements of the United States. The celebration begins on September 15th, a date that coincides with the independence anniversaries of several Latin American countries, including Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua. Mexico and Chile also celebrate their independence days on September 16th and 18th, respectively.

International Day of Peace (September 21st): The International Day of Peace, is dedicated to promoting peace among all nations and peoples. This day is a reminder of the importance of unity and collaboration in overcoming the challenges that divide us. It's a time to reflect on how we can contribute to a more peaceful and inclusive world, both within our community and beyond.