

Proposed October 8, 2026 Barre City JEDIB meeting

1. Meeting called to order at 6:32PM

Members Present: William Toborg, Greg Quetel, Rick Pereira, Sean Warner, Christopher Roberts, Aurora Flynn, Matt Mulligan

Members of the Public: None

Land Acknowledgement read by Greg Quetel

2. Adjustments to Agenda- No adjustments to the agenda

3. Motion to approve the minutes for the July 2026 meetings made by Greg and seconded by Sean, approved unanimously.

4. Old Business

a. Report on working groups

Greg reports no action on the educational working group

Rick reports reaching out to the school district regarding the anti-bullying group. William reported reaching out to Raylene Meunier who indicated 802 Scoop could be used for meeting of anti-bullying working group.

b. No updates on items from last meeting

c. Rick indicated that there is no update on the language access policy update and he is looking forward to meeting with the new City manager

d. Discussion of Neurodivergency policies provided by Matt Mulligan

We don't have a neurodivergency policy. I was the chair of All Brains Belong for two years. I understand my own learning disability and 20% of humans learn differently. My therapy practice focusses on the neurodivergent. ADHD, dyslexia, Tourette's all have overlapping expressions.

Under ADA in the 1990's has been litigated to the point where even the smallest requests are considered an undue burden and an individual can be fired. The law has no teeth.

Universal design benefits all groups. A wheelchair ramp also helps someone with a stroller. We wouldn't design inaccessible buildings. Visible disabilities are more easily accommodated than those that cannot be seen.

I could not find any municipality with a neurodivergency policy anywhere in the country.

Employees would need to suggest a solution and work with the HR department. There is a way to increase attention and get the numbers to work with third parties who could design and recommend accommodations. This could be extra training or support. Accommodating is a values proposition.

Accommodation generally leads to HR calling the attorney. The solutions can be simple, time-limited, not expensive

Rick agrees and states that when we encounter people with disabilities, the strength of our community is in the strength of its members and that we need to help people. He was on the board of directors with a local employer and there was a board member who had a brain injury and he had difficulty being accommodated. He needs extra time and leadership is about supporting people.

Matt said that in looking back there is a price paid by those with invisible disabilities. The people with the disabilities are thought suspect and they make people uncomfortable.

Greg asked if the city has an ADA coordinator. William pointed out that we are the ADA committee.

Greg made a motion to have Matt draft something for the next meeting. Matt seconded the motion. Motion carried unanimously.

5. New Business

Items for future meetings it is agreed that William will pick a policy to review for the next meeting

- a. No suggested items for future meetings

6. Visitors and Public Comment

As no visitors, members asked for comment

Chris was released on August 28, 2026, is in Williamstown getting organized. Rick cannot think of anything. Aurora has nothing to add. It has been a chaotic two months and is looking forward to getting back to the anti-bullying campaign. Greg said that it is chaotic and he is back into the swing of things. The Education working group will have something for the next meeting. Sean said that it has been a hectic last two months and wishes to be part of the anti-bullying working group. Matt said that he has been seeing clients.

Next meeting to be held at 6:30PM on November 12, 2026 via Zoom

Motion to adjourn made by Greg Quetel and seconded by Rick Pereira approved unanimously. Meeting adjourned at 7:06PM.

Note: Items listed in order based on the agenda.