

Justice, Equity, Diversity, Inclusion & Belonging Committee

Regular Meeting Friday, 11/9/2023 at 6:30PM EST Zoom only

Join Zoom: <https://us02web.zoom.us/j/85482068575?pwd=MmJYNStxQk8wK3RyUmZRTnoxckQ5dz09>

Meeting ID : 854 8206 8575

Passcode: 586020

We acknowledge that Barre City was developed on Sokoki Abenaki land, which the Western Abenaki nation never ceded, made treaty for, nor were they conquered. We aspire to create a space in our meetings that is inclusive, participatory and equitable. We acknowledge we all come from different experiences and that our experiences may be affected by racism, sexism, classism, homophobia, ableism and many other systems of oppression. We are here to address equity within the systems of our city in order to inform the City Council of our findings. We acknowledge that systemic inequities exist and do not debate the personal experiences of marginalized and underrepresented community members. With that in mind, it is important that we are thoughtful of the impact of our words on each other in this space.

1. Call meeting to order
2. Adjustments to the agenda
3. Old business:
 - a. Approve minutes for September and two in October
4. New business:
 - a. Presentation on use of the Equity Impact Assessment Tool for flood redevelopment
 - b. Report on first “Let’s Talk about “Justice, Equity, Diversity, Inclusion and Belonging” workshop
 - c. Statement/Resolution re: War in Gaza – Joelen
5. Visitors and public comment – 2 minute limit
6. Adjourn

Respectfully submitted,
Joelen Mulvaney, Chairperson

Justice, Equity, Diversity, Inclusion and Belonging

Regular Meeting Minutes

Sept 14, 2023

Committee Members present: Joelen Mulvaney, Ellen Kaye, William Toborg, Greg Quetel, Emily Reynolds

Committee Members absent: Chris Robinson

Guests: Lori Belding, Ericka Reil, Daniel McGibney, Brooke Pouliot, Lisa Liotta, CVTV, Jake Hemmerick

Call to order 6:31

Additions or Deletions to Agenda-

Old Business- Vt Community Foundation Grant Update

New Business- Inequity Discussion

Public Comment-

Next Meeting Date

Motion to Adjourn by William second by Greg

Adjourn 7:16 pm

Minutes submitted by Emily Reynolds

Submitted by William Toborg 11/5/2023

Minutes for October 12, 2023 6:30 PM Justice, Equity, Belonging, Inclusion and Diversity Committee

Members Present

Sonya Spaulding

William Toborg

Chris Roberts

Joellen Mulvaney

Ellen Kaye (arrived at 7:15)

Rikk Tafft (Staff)

Visitors Present

Brooke Pouliot

Michael Deering Sr

CVTV

Adjustments to the Agenda

Resolution to the Council on the attacks in Israel

Meeting called to order at 6:35PM,

Joellen Mulvaney respectfully requested that no one record the meeting independently. Sonya Spaulding, new member provided a statement on what she wants to see the committee accomplish. Reading through the mission, the most important thing I would hope to accomplish is to educate the community including the community leaders about what justice, equity, diversity, inclusion and belonging mean and to striving to recognize what we all different but that we can live together and respect those differences and be kind, inclusive, and hope that others feel that they belong is probably one of the most basic things that we could do.

Joellen Mulvaney called for adjustments to the agenda.

William Toborg asked to put out a statement on the events in Israel, seconded by Chris Roberts, Sonya Spaulding agreed.

Chris Roberts asked if we were writing a resolution. Suggestion made that other committee members could weigh in.

Update on Vermont Community Foundation Grant

Joellen sent update to funders advising that the flood had delayed the events and could not make the dates, that we had postponed it until four Mondays in November and that Kristi Clemens was OK with that as people could not make one or more of the October dates. We have two more opportunities to do two more sets. I would also like to put out a query to people to see if we can hone it toward people's opportunities to make a date.

Asked for each of us to write a paragraph or two on how we have an impact on the community so we can show the full diversity of our committee. Joellen asked that we do it as close to the date. Rikk Tafft pointed out that it would be for the fiscal year that ended on June 30, 2023.

Flood Restoration Discussion

Joellen asked if the Barre City Equity tool was being used and it was pointed out that the state was not doing it.

Brooke Pouliot presented information on what Barre Up is doing. There will be an October 18, 2023 follow up for the focus groups. There is no Zoom option listed. Spoke with Laura Bailey about the different groups, housing, infrastructure and planning, long term recovery.

Have been attending the local Thrive group as to what different agencies are doing, discussing the homelessness and people with high medical needs.

Joellen indicated that they have been going through surveys and finding out those affected by the flood and that there are 50 homes that are without heat. The state is not willing to share the information with the City Council.

There are no copies of the Black River Design plan. Would like to get a hold of it and apply the assessment tool to it.

Sonya Spaulding said that she understood that Black River Design would come back in two weeks to present a plan.

Rikk shared a copy of the Barre City Equity Assessment Tool for Policy and Budgets.

William Toborg made a motion to remove reference to Covid 19

Sonya Spaulding seconded

Joellen Mulvaney suggested that she is hesitant to remove Covid 19.

Sonya suggested is it for Covid 19, Flood Recovery, or Other which William considered a friendly amendment and suggested a check box for the three options

William, Sonya, Chris, and Joellen voted Aye, Ellen Kaye abstained

William Toborg made a motion to include income wherever any other attributes are indicated.

Seconded by Chris Roberts.

William, Sonya, Chris, and Joellen voted Aye. Ellen Kaye abstained.

Joellen suggested calling for a special meeting in two weeks. Sonya Spaulding moved lobbying the City Council to run the plan through the equity tool. William Toborg seconded.

William, Sonya, Chris, and Joellen voted Aye. Ellen Kaye abstained.

Joellen indicated that we would put together something as a resolution to bring it for our special meeting.

Meeting will be held on October 27, 2023 at 6:30PM.

William Toborg suggested that the abatement process will give us some information on those affected by the flood.

No Public Comments

William Toborg made the motion to adjourn
Chris Roberts seconded

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Justice, Equity, Diversity, Inclusion and Belonging Committee of Barre City

Special Meeting 10/27/2023 6:30 pm

Zoom Only

Committee Members Present:

Joelen Mulvaney, Chair

Greg Quetel

William Toborg

Sonya Spaulding

Chris Roberts

Emily Wheeler Reynolds

Committee Members Absent:

Ellen Kaye, Vice Chair

Jaquan Johnson

Guests:

Josh Howard

Larry's Ipad

1. Call to Order 6:33pm
2. Adjustments to Agenda- none
3. Old Business
 - a. No minutes to approve as none were submitted by Mr. Toborg
4. New Business
 - a. Discussion- How can we assist in collecting data? New city employee, grant funded position focused on housing, low income, diversity, grant writing. Grant coming from the Office of Economic Opportunity
 - b. Postpone discussing resolution as Mr Toborg and Mr Robertson have not had a chance to collaborate
5. Public Comment- none
6. Next Meeting date Nov 9th 6:30pm
7. Adjourn

Respectfully submitted, Emily Wheeler Reynolds

To: Barre City Council

From: Barre City Justice, Equity, Diversity, Inclusion and Belonging committee

Re: Recommendation on use of Equity Impact Assessment Tool for flood recovery projects

It is with urgency that we recommend you address the issue of community involvement with every proposed project whether from local, state or federal funding. We already have a proposal brought by the state and area developers that we know did not use this approach nor the state mandated State Equity Impact Assessment Tool, which would have informed the project about local equity issues.

We believe it is incumbent upon the city to do the kind of outreach and surveying necessary for full community involvement, especially in making those affected by the flood, be they renters or owners, whole again. Whatever effort is made by the city for this first proposal will be useful in every additional plan and for all future projects with an impact on our most vulnerable families.

Therefore, it is essential for the city to put the Barre City Equity Assessment Tool into effect for all development projects. To that end, the city must conduct a house-by-house survey of the affected areas to determine facts specific to each individual dwelling. Facts such as, the number of residents per household, income range per household, number of children and ages, housing debt load and many other pieces of information which would be used to guide a recovery focused on fairness. While there may be sources of this data in a generalized form, in order to be used effectively, the data must be collected, analyzed and gaps identified.

In addition, city-wide surveys can be conducted to help with designs and developments that will be extant for many years to come. We have an opportunity to correct the deficiencies and improve the systems by including as much community input as possible. Large, well-facilitated community meetings and on-line surveys conducted so far have reached less than 20 percent of our residents, fewer if counting attendees who are residents.

We understand there will be a community coordinator focused on homelessness and housing insecurity arriving shortly. We suggest this staff person be charged with conducting surveys to gather the necessary material, including organizing volunteer canvassers. Our committee stands poised to assist in this endeavor in any way we can.

Attached please find the questions on the Barre City Equity Impact Assessment Tool that would require study of the residents. The questions in bold are required by the tool, others are optional, but all would bring in the voices of residents.

- **Does this proposal advance a strategic goal and/or key performance indicator of the Barre City municipal plan or strategic plan (when developed)? If yes, which?**

- Do you have sufficient population-level data to understand whether the proposal would address or create any racial or economic disparities?
 - a. If not, what data would be needed?

- Which other committees or local stakeholders may have an interest in this proposal or its outcomes?

- Does the proposal encourage or prioritize contractors led by members of marginalized groups? This may include but is not limited to vendors designated as Minority- or Women-Owned Business Enterprises or Disadvantaged Business Enterprises.

- **Describe the proposal's target population. Include demographic information such as race, ethnicity, sexual orientation, gender identity or expression, age, religion, economic status, political affiliation etc.**

- **Did you meaningfully consult with community members in developing this proposal?**
 - **If so, how**
 - **If so, did those community members include persons of color or those with low income?**

- **What geographic areas of the city will be most impacted by the proposal?**
 - a. **Is there a larger-than-average population of Vermonters of color in those areas?**

- **Does the proposal seek to reduce disparities for groups of people who are marginalized or underserved? If so, how?**

- **Does the proposal enhance services to communities that are underrepresented or underserved?**

- **Could a disparate racial impact or other unintended consequence result from the proposal?**
 - **1. If yes, what steps are you taking to mitigate the disparate impact?**
 - **2. Beyond the steps described in part (a) of this question, what additional steps could any**