

CITY OF BARRE
PUBLIC BODY APPROVED MEETING MINUTES

Committee/board: Diversity and Equity Committee

Date of meeting: Monday, May 3, 6:00 PM

Location of meeting: Zoom Videoconference with Call-in Option

Board/committee members in attendance:

- Ellen Kaye
- William Toborg
- Joelen Mulvaney
- Marichel Vaught
- Christopher Roberts
- Danielle Owczarski

Board/committee members absent:

- Steve Mackenzie (Town Manager)

Topic(s) Discussed

1. Called to order at 6:00 PM.
2. Adjustments to the Agenda.
 - a. None
3. Approval of Minutes from Previous Meeting
 - a. March 22, 2021 Minutes - additional information moved
 - i. William makes a motion to approve meeting minutes for both 2021 March 22 and 29 meeting minutes.
4. Old Business:
 - a. None
5. New Business:
 - a. Evaluation/reflection of committee process, progress and next steps
 - i. Implicit Association Test information shared in chat:
<https://implicit.harvard.edu/implicit/selectatest.html>.
 1. Joelen - Found her response to be difficult to accept because of her work in this field for so long. She watched a show on NOVA called, "What does a scientist look like?", which helped to describe her results on the Race AIT. Feels strongly that she wants to continue doing this work.
 2. Ellen - Took the test for the Political Economy of Race class she is taking at UVM with Stephanie Seguino. She remarked that most people, even People of Color have a slight preference for white people. Also had a slight preference for white people. Remarked about a student in her class that had a slight preference for Black people and he grew up in a neighborhood where the population in school was predominantly attended by Black people. Ellen will put together writings on the study.

3. Marichel - Took the test previously and had a strong preference for people of color. She went to a high school with 98% People of Color. When she took the test years ago, she had a moderate preference for People of Color. When she had taken the test looking at Gender roles, the results were unequal for gender with a preference for males.
4. Chris - Did not do the specific test we shared, but did do an implicit bias test previously and had results with preference towards his own race (white). Attended urban colleges with more ethnic diversity and attended history classes that opened his eyes that he needed to see the world through different lenses. Has experience working towards social justice and feels he still has a long way to go. If we want a fair society, we all need to see our own biases. Feels that Barre City has come a long way.
5. William - Started with the president's test, but did not finish. Plans to take the initial test.
6. Steve - Asked what preference in the test means - Danielle explained that it is about unconscious associations - so in some cases it's a positive or negative association - sometimes it's associations with words. The tests evaluate difference associations.
7. Joelen - Lucas shared information on evaluations and Joelen will reshare this with the group:
<http://kirwaninstitute.osu.edu/implicit-bias-training/>.

b. What has gone well/what could be better

i. Metric be tied to the goals and purpose of the committee

1. Ellen - we laid down a good foundation and action plan
2. Marichel - we've been meeting twice a month, but the meetings are monthly, this can be confusing to the public.
 - a. The group would need to discuss and vote on changing the meeting time. See more notes from Marichel below.
 - b. Steve made a recommendation to populate the documents section based on Marichels comment that the website doesn't have much information
3. Chris - Agrees with Marichel on meeting schedule and with Ellen on the Mission Statement. Felt we did a good job with the flag policy. Felt the Asian Hate Crime resolution was good work. Disappointed that the work on the flag policy was approved and then thrown out. Thinks that closer contact with the council might have helped with that issue.
4. Joelen - expresses thanks to the committee and Steve's help and attention throughout our work this past year.
5. Ellen - question about the open meeting law and having a training with the council or the committee. Would also like to have a statement to set the tone at the beginning of our meetings.

- a. Steve - VLCT had an open meeting law webinar and VLCT will not share the slides of the meeting, but he'll try to get them and share them.
 6. Joelen - parking lot - who will share documents with Jody for the website?
 7. Marichel - Monthly meetings and then bi-weekly meetings for workgroups with no more than three people.
 8. Chris - Reviewed hiring information around recruitment for a more diverse representation on the committee. Cannot specify preferences in hiring, but you can indicate that certain people are encouraged to apply.
 9. Ellen - Proud of the work on the flag and statements put out by the committee. Believes resolutions and statements of support should come from the council. Believes our group should be focused on policy change within the city to make Barre City stronger and more equitable for the citizens. Does not want the committee to become symbolic.
 - a. Marichel felt the statement on the Asian American violence was timely and important to develop at that moment and wanted her voice to be heard.
 - b. Danielle - The D&E committee can be a safe place for members of the public to come and discuss issues. We can then help connect them with the council and support them in their effort.
 - c. Joelen - When people come to us, we should take it on a case-by-case basis.
 10. Steve - The council will welcome the input of the committee.
 11. Danielle - The group should focus on policy and prioritization and ensure the new policies that are coming in are reviewed through the Equity Impact Assessment Tool. The group should also look at old policy and at the very least come up with a list of potentially problematic policies/ordinances/initiatives.
 - a. Marichel - When town legal is looking at a policy, we would like them to use the IAT. We need to ensure people know it exists and that they should use it.
 12. Ellen - The IAT is a pivotal move for the committee, Marichel's courage of bringing up the need to develop a resolution.
 13. Danielle - Appreciation for Ellen's articulation and assurance that our points and thoughts are understood despite
 14. Marichel - Appreciates the diversity of the existing group and differences of opinions and backgrounds.
 15. William - Believes the group has the same goals despite different means to achieve and our finest action was the statement to the Asian hate crimes.
6. Set next meeting Date: Monday, May 17th at 6:00PM.
 7. Round Table

- a. None.
- 8. Adjourned at 7:44 PM.
 - a. William to adjourn, Ellen seconds.

Action items

- 1. Steve - Will try to share VLCT open-meeting webinar if possible.

1) Motion: Move to adopt minutes as amended.

Mover/Second: William/?

Result of vote: All in favor.

Meeting adjourned:

Mover/Second: William/Ellen

Time: 7:44 PM

Next meeting date/time/location: Monday, May 17th at 6:00PM via Zoom.



Danielle Owczarski, Secretary