

**CITY OF BARRE**  
**PUBLIC BODY APPROVED MEETING MINUTES**

**Committee/board:** Diversity and Equity Committee

**Date of meeting:** Monday, October 19, 2020, 6:15 PM

**Location of meeting:** Zoom Videoconference with Call-in Option

**Board/committee members in attendance:**

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

**Others in attendance:**

- Steve Mackenzie (City Manager)
- Jacob Hemmerick (City Council)

**Topic(s) Discussed**

1. Call to order at 6:18 PM.
2. Adjustments to the Agenda
  - a. No adjustments
3. Approval of Minutes from Previous Meeting
  - a. Approved - moved definitions committee information under committees
4. Old Business
  - a. Sub-committee reports -
    - i. D&E Committee Development & People's Education Sub-committee
      1. Joelen - Jennifer left the group and Joelen is looking to identify a liaison from the school's diversity committee and that allows the committee to have a connection to that committee.
      2. Joelen - A letter to the editor for recruitment and other ideas for recruitment
        - a. Ellen - suggests more targeted recruitment in addition for better representation
    - i. Community Assessment & Definitions Sub-committee
      1. Ellen - provide definitions to the group to comment on
    - i. City Policy and Procedures Review Sub-committee
      1. Nothing new to report
5. New Business:
  - a. Barre City Flag Policy review - Marichel
    - i. Joelen made a statement that the committee's purpose is not to argue if racism exists. The City provided a charge for the group and that is what the group will work on.
      1. The committee's charge is to review the proposed flag policy provided by the City Council

- ii. Ellen recapped the Flag Policy history as it was proposed at council and how it was provided to the D&E Committee.
- iii. Chris - did not review the policy after William's email about flag policy and wanted to postpone review until the committee was clear on what policy they were reviewing. Chris should be able to review during the meeting and after if more review is needed.
- iv. Marichel - Explained how she has looked at the proposal and plans to review the Council's proposal. First she reviewed the Flag Policy with the League of Cities and Towns. Marichel forwarded the response to the committee (included as an attachment to minutes). Town is supported by the government speech doctrine and any documents should go through the city's attorney. No history of towns being sued from flying the Black Lives Matter flag in Vermont.
- v. Danielle - Reviewed the Flag Policy provided by the Council with the strikethroughs. Supports the proposed Flag Policy from the council with the removal of strikethroughs and addition of more detail where D&E based language is used.
- vi. Chris - Question for Counciller Hemmerick asking if he used Montpelier's policy. Jacob said yes. Chris feels that speech used in the Flag Policy is fair in terms of law.
- vii. Ellen - asked Chris and Jacob if we can add "not promoting harm of any individual or group".
- viii. Jacob added: I saw these restrictions in funding program limitations today that made me think of parallels: Partisan, Political or Election Related Activities; For profit entities and projects that promote a for-profit entity and/or its products or services; Use of funds to publicly criticize, ridicule, disparage or defame any person or institution; Use of funds in a way to discriminate against person on the basis of race, color, national origin, religion, gender, age, disability, ancestry, creed, pregnancy, marital, parental status, familial status, sexual orientation, status as a veteran, physical, mental, emotional or learning disability, or any other characteristic protected by federal, state, or local law.
- ix. Joelen - Supports in the language shared by Jake.
- x. Ellen - Asked if cover memo submitted with original proposed flag policy should be included. Jake said no.
- xi. Ellen - Recommended added to flag examples, flags supporting social justice.
- xii. Danielle - brought up Lucas's ask for additional approval of flags/art in other public spaces and asked if we could address the additional approvals as they come up.
  - 1. Ellen suggested that we include a memo that would address Lucas's issues and accompany policy.
- xiii. Steve - When we send the policy to the Council include a cover memo and attend a meeting to be there to answer questions.

1. Council meeting on the 10th of November. Need to have the recommended policy the Thursday before the council meeting on the 10th
- xiv. Group continued to review the document and determined that the flag policy with recommendations would be reviewed by Marichel and Christopher and Joelen would put together the cover memo
6. Set next meeting Date: Monday, November 2, 2020 at 6:15PM
7. Round Table
  - a. Ellen to work with the Arts Committee to put on a community event and SPA - studio place arts
  - b. Marichel - think about how to connect with the arts council
  - c. Joelen - Collaborate with Central VT Showing Up for Racial Justice (SURJ) and Barre school committee to put together an event
  - d. Marichel - suggested having a summit to meet with other committees to introduce ourselves
  - e. Joelen - asked committee to come up with a list of organizations that could be part of a summit
8. Adjourned at 7:23 PM.

**Action items**

1. All - Come up with a list of organizations that could be part of a summit.
2. Ellen - Put together definitions and share back with the group.
3. Chris & Marichel - Review Flag Policy and share draft with committee for next meeting for approval
4. Joelen - Write cover memo for Flag Policy

**1) Motion:** Move to adopt minutes as amended.

**Mover/Second:** Ellen/William

**Result of vote:** All approved

**2) Motion:** Support of Flag Policy with additions

**Mover/Second:** Danielle/Motion was not seconded b/c of concerns with a need to change language and review the Flag Policy.

**Result of vote:** No vote

**Meeting adjourned:**

**Mover/Second:** William/Marichel

**Time:** 7:23 PM

**Next meeting date/time/location:** Monday, November 2 at 6:15 PM via Zoom



Danielle Owczarski