

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

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

**Date of meeting:** Monday, August 31, 2020, 6:15PM

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

**Board/committee members in attendance:**

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

**Board/committee members absent:**

- None

**Others in attendance:**

- Steve Mackenzie (City Manager)
- David Delcore (public)

**Topic(s) Discussed**

1. Call to order at 6:15PM.
2. Adjustments to the Agenda.
  - a. For folks to join meeting – Agenda will have the Zoom link, it can also be accessed on the City website: <https://www.barrecity.org/agenda-and-minutes.html>
  - b. Zoom protocol discussion led by Joelen
    - i. Suggestions:
      1. Put members on mute – put up hand up or show reaction if wanting to talk
      2. Chair in charge of letting folks talk, warning for disruptive (abusive, hurtful) behavior, second violation chair decides to remove from meeting,
      3. Question about those who dial-in, how can they participate, since they need to unmute themselves and can't raise a hand?
      4. Discussion about meeting in person
        - a. Steve - It's the committee's decision to meet in person, which can be accommodated by the city.
      5. Committee members would like to be able to make both options available to allow more people to participate
        - a. Committee members or members of the public may have circumstances that prevent them from meeting in person
3. Approval of Minutes from Previous Meeting
  - a. Change in minutes recorded.

4. Old Business:
  - a. Continue discussion of priorities and reactions
    - i. Joelen recommended to make a list of the actions and then prioritize them and lump similar initiatives to gain efficiency
      1. Joelen - Form working group around different topics to divide and conquer
      2. Ellen - Options we can use are shared doc on Google that allows everyone to edit together
      3. Marichel - Whiteboard function on Zoom can be used to work on lists as a group
      4. Joelen will review the list of priorities and send out lumped together priorities
  - b. Responses to reading assignments (VLCT document, Burlington Equity & Diversity Strategic Plan, and Planning for Equity from the APA)
    - i. Marichel – Demographic information is important for the assessment to understand what representation looks like in the community
    - ii. Joelen – Demographic information is 10 years old and Barre has changed in that time, what other sources do we have access to
    - iii. Ellen – Went to CityData.com and collated information on Barre,
      1. Burlington report was part of a contract with the VT Partnership for Fairness and Diversity can be adapted to fit Barre City’s needs
      2. Start with definitions on equity and diversity (and additional terms)
        - a. Ellen is willing to work on base proposal for definitions and bring in community who is not represented to review these definitions
    - iv. Question of how can we increase our representation
      1. Joelen recommends having youth representatives and is willing to put the word out to and Jennifer agrees and is willing to help as well to involve youth
        - a. Steve - No limit on size of committee and noted that the committee could approach the council to ask to expand the committee
        - b. Need to follow up and formulate plan before reaching out to the youth or others who are not represented on how they can participate with the committee
      2. Marichel – Has a knack for connecting with people and encouraging follow-up
      3. Danielle – has an interest in environmental justice – access to water, access to nature, noise pollution, light pollution, etc.
        - a. Wants to be sure to include this our assessment
5. New Business:
  - a. Create member contact list with telephone numbers, addresses, email and the ways we both choose to communicate and what our choice of pronoun is.
  - b. City Council requests
    - i. Joelen shared Major Herring priorities from August 27, 2020 email:

1. One is with conducting a survey of the demographics within the Boards, Committees and Commissions of the City to see if the different groups are being represented by diverse populations and to see if there are any areas that the City can improve in this area. We should be able to provide comparison data on Barre City as a whole for consideration.
  2. The other item would be to review City Policies to see if there is any language or changes that you would suggest. The Civilian Oversight and Advisory Board may be looking into Policing policies first, so the Diversity and Equity Committee could start by reviewing any/all of the current council policies listed on the website at: <https://www.barrecity.org/city-council-policies.html>
  - ii. Ellen – Black Lives Matter flag resolution proposed by councilor Jake Hemmerick – need to follow up on this as we were listed to review the Flag Policy and the resolution.
    1. William - First do no harm – Black Lives Matter is divisive, giving an endorsement to a movement with negative connotations
    2. **Ellen called Point of Order** and would like a planned discussion on flag question
    3. Jennifer made a recommendation to review the conversation and resolution
      - a. Minutes from Council meeting on June 30, 2020 that discussed the Black Lives Matter Flag Resolution: <https://www.barrecity.org/agenda-and-minutes.html>
  - iii. Marichel will invite Councilor Reil to the next meeting to discuss ADA Committee roles and responsibilities
6. Set next meeting Date: see below
  7. Round Table
    - a. Ellen will send out demographic information for Barre City and start work on definitions and will send a link to the site
    - b. Steve noted that the committee may want to invite councilor Jake Hemmerick who brought up flag resolution
    - c. William
      - i. Burlington and Barre are different
      - ii. Look at responses to survey (not yet established) and differentiate by people who went to school in Barre and those who did not
      - iii. Question about zip code (some may include Berlin) in the CityData.com
    - d. Jennifer is interested in helping out with looking at data with Ellen
  8. Adjourn

### **Action items**

1. Joelen will review the list of priorities and send out lumped together priorities
2. Ellen is willing to work on base proposal for definitions and bring in community who is not represented to review these definitions
3. Follow up and formulate plan before reaching out to the youth or others who are not represented on how they can participate with the committee

4. Follow up on Flag Policy and proposed resolution with City Council.
5. Recommendation to invite councilor Reil and Hemmerick to the next meeting and review resolution and conversation around the Flag Policy (see resources below)
  - a. Marichel will invite councilor Reil to discuss ADA Committee and Disability Rights
  - b. Minutes from Council meeting on June 30, 2020 that discussed the Black Lives Matter Flag Resolution: <https://www.barrecity.org/agenda-and-minutes.html>

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

**Mover/Second:** William Toborg / Ellen Kaye

**Result of vote:**

**Meeting adjourned:**

**Mover/Second:** Ellen Kaye / William Toborg

**Time:** 7:17PM

**Next meeting date/time/location:** September 21<sup>st</sup>, 6:15PM



Danielle Owczarski