

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

Committee/board: Diversity and Equity Committee

Date of meeting: Wednesday, October 5, 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

Board/committee members absent:

- Steve Mackenzie (City Manager)

Others in attendance:

- Susan Kaye (public)
- Jan (public)

Topic(s) Discussed

1. Call to order at 6:15 PM.
 - a. Housekeeping by Joelen
 - i. Fist-to-five when asked support
 1. Strong support is five fingers
 2. No support is fist
 3. Other options show variation of support
2. Adjustments to the Agenda.
 - a. Removed c and changed d to c.
 - b. Need to check that members have the correct email for William (wult1@caa.columbia.edu) – the correct address is on the Barre website
3. Approval of Minutes from Previous Meeting
 - a. Danielle added links to ADA survey and results
 - b. Minutes approved.
4. Old Business:
 - a. Review Action Items
 - b. Definitions, data collection, listing what type of data is useful
 - i. Definitions – Joelen – should definitions be put to a subcommittee
 - ii. Ellen – definitions have been gathered together in one doc and she is willing to bring this back to the committee
 1. Subcommittee – Ellen, William, Marichel
 - iii. Data collection – Joelen – add to the new business to tackle in forming working groups
 - c. Finalize contact information spreadsheet – not addressed

5. New Business:
 - a. Forming workgroups and assigning tasks with deadlines
 - i. Joelen reviewed the list of tasks with the committee
 - ii. Danielle recommended to provide more specificity for each task
 1. Joelen remarked that sub-committees could provide specificity
 - iii. Community Assessment & Definitions Sub-committee
 1. Ellen and Danielle, Marichel is willing to help and track down data, Joelen is good in creating surveys and can help with that
 - iv. City Policy and Procedures Review Sub-committee
 1. Christopher and Danielle
 2. Joelen has been in contact with Tim Bombardier to access policies and procedure that may not be on-line. Joelen will share contact.
 - v. D&E Committee Development & People's Education Sub-committee
 1. Joelen and Marichel
 2. Danielle can help with presentation of information
 3. People's education was combined with D&E Committee Development
 - b. Set timeline for Flag Policy review
 - i. Ellen provided statement (transcript provided in statement for minutes)
 - ii. Clarification on acronym Black, Indigenous, People of Color (BIPOC), Latinx includes both male and female Latin Americans
 - iii. Ellen shared stories of BIPOC in Vermont in support of the Black Lives Matter flag and the urgency in providing guidance to the City Council
 1. Responses
 - a. William – Expressed he has not seen confederate flags, and is concerned with people equating a Trump flag as being a racist is a concern for him. Believes Trump has done a lot for Black people. Thinks people misinterpret actions they experience as racism.
 - b. Joelen said she can share examples of confederate flags hanging in Barre City
 - c. Danielle provided a comment in the chat that she would have liked to provide a supporting statement but had to leave at 7PM. She supports the BLM flag being raised.
 2. Following minutes taken by Marichel starting at 7PM
 - a. Joelen advised we stay away from electoral issues after William expressed concern about Trump flags being seen as synonymous with confederate flags.
 - b. Chris has absolutely no personal issues with raising a BLM flag. He is completely supportive but has concerns with the legal repercussions of displaying a BLM flag.
 - c. Review Council's revised flag policy
 - i. Marichel summarized Hemmerick's understanding of the flag policy he submitted to council. Although there are several strikethroughs, the committee can put those back in or strike out other portions because it was never voted on. Mayor Herring has also expressed his request that the

committee also look at display policies on street displays, lightposts, and gazebos.

- ii. Joelen asked that each committee member review the policy as submitted by Hemmerick and bring feedback to the next meeting. We will also spend more time reviewing that flag policy then.
 - iii. Chris will review both the proposed Barre flag policy and Montpelier's flag and street display policy from a legal standpoint.
6. Set next meeting Date: Monday, October 19, 2020 at 6:15PM
 7. Round Table
 - a. Ellen and Marichel expressed importance to keep in mind the mission of the committee. Our goal is not to decide whether or not racism exists. It is to be a voice for marginalized groups. We should not doubt or minimize the concerns BIPOC expresses to the committee.
 - b. The committee is appreciative of all the stories shared by BIPOC during Ellen's presentation.
 8. Adjourned at 7:32 PM.

Action items

1. All committee members: Ensure emails sent to William are sent to the correct address.
2. All committee members: Review the flag policy as submitted by Hemmerick and bring feedback to the next meeting.
3. Joelen: Send contact information for Officer Bombardier to Chris for policy review
4. Chris: Will review both the proposed Barre flag policy and Montpelier's flag and street display policy from a legal standpoint.
5. All subcommittees: Start the process of organizing subcommittees.

1) Motion: Move to adopt minutes as amended.

Mover/Second: Ellen/Chris

Result of vote: Approved by all

Meeting adjourned: not recorded

Mover/Second: not recorded

Time: 7:32 PM

Next meeting date/time/location: Monday, October 19, 2020 at 6:15 PM via Zoom

Minutes submitted by
Danielle Owczarski – Secretary
Marichel Vaught – Vice-Chair