

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

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

**Date of meeting:** Monday, December 21, 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)

**Topic(s) Discussed**

1. Call to order at 6:18PM.
2. Adjustments to the Agenda.
  - a. No adjustments.
3. Approval of Minutes from Previous Meeting
  - a. Minutes approved with no amendments.
4. Old Business:
  - a. Process for Council approval of committee projects - Joelen
    - i. Joelen - checked with the committee to learn if we received Lucas's email explaining the best process for the review of education and outreach.
      1. recommends that we put together a preliminary proposal to share with the council for approval before getting down to the details
      2. also invite key players in the community to collaborate
    - ii. Danielle - We will understand the process better once we deliver a proposal to council. We don't have anything specific in mind yet.
    - iii. Ellen - Nothing in particular to bring up, but is interested in providing education in areas where people need it.
    - iv. Joelen - Recommended we pick a time in the future when we might want to work on a project. Example could be Juneteenth or maybe it would be easiest to start with a one off project like a lecture
    - v. Marichel - we could do a reading discussion or an author led discussion
    - vi. Danielle - Could start with a basic introduction to D&E meeting
    - vii. Ellen - Could have a session with someone like Xusana Davis to talk to us as a municipality - this could be a public meeting and we could have a Q&A session and set up a framework - she could answer questions about what a municipality could do
    - viii. Joelen - Recommended we do a short series of 4-5 topics.

1. next talk could be to talk about vulnerable communities and COVID-19 response - how is the message getting out into the community and public education around COVID-19 to protect and provide resources for the vulnerable community
  - ix. Ellen - could think of 4 topics for Zoom forums
  - x. Danielle - Can contact Xusana Davis to find out her availability for a discussion session
  - xi. Joelen - Joan Marie Mysak could be a good speaker for the COVID-19 information, she was recommended by the fire chief.
  - xii. Marichel - ADA is interested in collaborating on this topic
  - xiii. William - can reach out to Beth Kanell about Abenaki book and the topic of eugenics
    1. Joelen - does not support the characterization of the Abenaki in the book and provided supporting evidence of the misrepresentation from Abenaki elders/scholars
  - xiv. Danielle - We could focus on a number of issues in relation to COVID-19 and those problems that have been exacerbated by COVID-19 - mental health, housing, food, and jobs.
  - xv. Marichel - ADA committee is also talking about services for housing, mental health, jobs, etc for people in the disability community.
    1. Panel discussion potential
  - xvi. Ellen - panel about housing inequity in Barre City (would like to see that)
    1. Focus on each of the panels should be through the lens of equity
    2. Proposals from us to the committee on each one of the outreach events - maybe a monthly option
  - xvii. Joelen -We can ask people whose focus in the organization is on equity
    1. Food and housing are the top two to focus on
    2. Joelen will work on #2 - COVID response
    3. Danielle and Ellen will work on #1 with Xusana Davis
    4. Ellen will volunteer for the Housing #3 outreach
    5. Marichel will talk with folks on the ADA committee on the mental health part of it #5 - community health
    6. Chris is willing to look into the food equity outreach event #4
5. New Business:
- a. Results of preliminary research into the city's response to covid pandemic - Marichel, Danielle, Joelen
    - i. Joelen - talked with Chief Brent - asked the Chief what he would provide for feedback to someone if they asked for COVID-19 advice
      1. He recommended links to state websites including ACCD
      2. Research was difficult using just a phone and felt that websites were difficult to navigate
      3. At a recent meeting people agree that the message should be the same no matter where you visit.
        - a. Wear a mask, wash hands, and social distance were the three most important issues

- b. Message like masking the sculptures could help, doing it in a way that is fun. BOR sign on Main Street - could share the three messages.
    - 4. Joelen also asked what would the Chief do if someone called up to report precautions not being followed
      - a. The officers bring materials to the person or business
      - b. He'll send a helpline for Joelen to share
      - c. He was supportive for education in the community
      - d. Ellen - Asked Joelen to provide a framework for how this fits into equity
      - e. Joelen - most vulnerable communities are affected by COVID-19, so information is available for vulnerable communities
    - ii. Marichel - reached out to Steve and Rick about information easily accessible on the website for COVID-19
      - 1. resources are limited at this point and they have formed an IT working group around the website and this includes members of the council and city staff - Ericka Reil, Lucas Herring, Teddy Waszazak, Rick Taft, and Steve Mackenzie.
    - iii. Danielle reviewed the Barre City COVID-19 Website Review summary with the DEC team and will share a copy of the recommendations with Steve Mackenzie
    - iv. The team will put together the proposal to submit to IT working group and review at next meeting.
  - b. Using the Vermont Equity Impact Assessment tool - Danielle
    - i. Recommends that the group review the State of Vermont Equity Impact Assessment Tool to approve to share with the Council at the next meeting.
    - ii. Danielle will send Steve.
6. Set next meeting Date: Monday, January 4, 2020 at 6:15PM (Next regular meeting, January 18, 2020 at 6:00PM)
7. Round Table
  - a. Marichel - Thanks to Danielle for website review. And Happy Holidays to everyone and Happy New Year!
  - b. Joelen - Is appreciative of the work of this group.
8. Adjourned at 7:30 PM.

#### **Action items**

1. **Joelen** will work on COVID response education opportunity (#2)
2. **Danielle** and **Ellen** will work on D&E basics for municipalities with Xusana Davis education opportunity (#1)
3. **Ellen** will volunteer for the Housing outreach education opportunity (#3)
4. **Marichel** will talk with folks on the ADA committee about the community/mental health education opportunity (#5)
5. **Chris** is willing to look into the food equity outreach event (#4)
6. **Danielle** will share copies of the SOV Equity Assessment Tool and the Barre City COVID-19 Website Review recommendations with Steve Mackenzie.

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

**Mover/Second:** Joelen

**Result of vote:** All in favor

**Meeting adjourned:**

**Mover/Second:** Danielle/Ellen

**Time:** 7:30 PM

**Next meeting date/time/location:** Monday, January 4, 2020 at 6:15 PM via Zoom

A handwritten signature in black ink, appearing to read "Danielle", written in a cursive style.

Danielle Owczarski