

CITY OF BARRE
PUBLIC BODY APPROVED MEETING MINUTES

Committee/board: Diversity and Equity Committee

Date of meeting: Monday, January 18, 2021, 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)
- Chief Doug Brent (Fire Department Chief) - attending to talk about COVID-19 protocol
- Lucas Herring (Mayor)

Topic(s) Discussed

1. Call to order at 6:13 PM.
 - a. “The aftermath of nonviolence is the creation of the beloved community, while the aftermath of violence is tragic bitterness. Injustice anywhere is a threat to justice everywhere.” Rev. Dr. Martin Luther King, Jr.
2. Adjustments to the Agenda.
 - a. Lucas - sent email to chair of all committees to ask if they wanted him to attend one of their committee meetings, so he joined us tonight
 - i. Wants to make sure the committee work is consistent with charge statements
 - ii. Shared two acts related to racial and economic equity - act related to tenants and use of signs and high school civics class
 - iii. Flag discussion - honor and remember flag, Green Mountain Boys
 1. Lucas will send these on
 - iv. Statement - Declaration of Inclusion - enacted by the town of Pittsford
 1. Lucas recommends reaching out to other state groups working towards similar goals
 - v. Due on April 15th - priorities from July moving forward (basically a work plan - 5-year - to be adjusted annually)
 - vi. Joelen recommends looking at Cow Pasture Committee web page for an example for workplan
 - vii. Ellen - b/c Diversity & Equity committees are new to VT in general, we are trying to determine what these committees can do and how they can be the most effective. Hoping to work with the council on exploring opportunities for what the committee can pursue and accomplish.

- viii. Lucas - recommends that we put a summary of our goals and mission together and present that to the council
- 3. Approval of Minutes from Previous Meeting (2020-12-21)
 - a. Approved
- 4. Old Business:
 - a. Sub-committee reports if any - none
- 5. New Business:
 - a. Recommendations/support for COVID-19 community messaging and education - Joelen
 - i. Chief Brent provided information on how he has been involved with COVID-19 safety and outreach messaging
 - 1. Mandate enforcement was focused on establishments and not individuals - they've gotten good feedback up to this point - they have handouts that they provide - they worked hand-in-hand with the Police Department.
 - 2. Joelen asked if Chief Brent could share the outreach information
 - 3. Lucas Herring - message board is being used for positive messages for the community - there is a waiver for this - Lucas said that Stephanie Quaranta manages this and we can recommend messages - messaging is limited
 - a. Joelen will contact Stephanie and talk with her
 - 4. Marichel - there was an update done to the website to try to make it more accessible - the recommendation was for the city to provide update-to-date information and resources available on the website
 - 5. Danielle - reviewed the update, but does not believe that the change is significant enough to provide additional benefit to users looking for information on the website
 - 6. Lucas - Two groups looking at social media and another group looking at software and computer infrastructure
 - a. There is no workgroup working with Jody on the website management.
 - b. Website does have links to COVID-19 information
 - 7. Danielle - Explained that having the information more accessible and easy to find on the website would be helpful, right now the information is stored in different areas and there is not one obvious place to look
 - 8. The D&E Committee could recommend messages for the public for the website
 - a. Food and Housing resources
 - b. Scams using COVID-19 to get elderly people to give them their information
 - c. Where to get COVID-19 tests/vaccine
 - 9. Danielle, Ellen, & Marichel to work with Jody and develop a proposal for the website

10. William - recommendation to let people know how information about the vaccine will be presented and what information not to provide to people
- b. Using the Vermont Equity Impact Assessment tool – Danielle
 - i. Danielle presented the Vermont Equity Impact Assessment tool to the Committee
 - ii. Joelen recommended that Danielle update the tool to fit the language for the City of Barre
 - iii. Ellen - The D&E Committee should be using this to review current policy
 - iv. William - Has recommendations for the Impact Assessment Tool
 1. Danielle recommended that William draft his questions with a description of the purpose of the question and she will share with the authors for feedback
 - c. Multicultural Democracy
 - i. William - Recommended the D&E committee release a statement that, “We stand with President Trump in condemning the actions against the capitol.”
 - ii. Danielle - Responded to William that she does not support that President Trump condemned the actions against the capitol and that there is evidence to the contrary that he encouraged them. Does not believe there is evidence to support that President Trump adequately condemned the actions against the capitol and would not vote to support the statement.
 - iii. Joelen - expressed difficult emotions connected to Williams recommendation
 - iv. William started to express that other actions should be condemned but was cut off from finishing his statement
 - v. Discussion ensued about the purpose of the Committee
 - vi. Chris - Expressed that the committee needs to be able to agree on truth, not to be political, but to stand up for truth, the committee is looking at racism, equity and housing, the evidence shows that people of color have been prevented from having the same opportunities as white people
 1. Chris will work on a statement for the committee
 - d. Educational Series updates (Barre Partnership)
 - i. Joelen - Barre Partnership is interested in talking with the D&E Committee to use diversity and equity to attract people to the community (Cody Morrison)
 1. Danielle recommended that the discussion around equity and diversity to attract people to the city needs to be well thought out to avoid creating negative outcomes. It is more important that outreach to bring new businesses to Barre City include reaching out to business owners with a variety of backgrounds - race, ethnicity, etc. Also, Barre is not a place known specifically for its work on racial equity and diversity, that the purpose of this committee, to work towards that.
 - ii. Danielle - sent out an email to Xusana Davis to talk about the Impact Assessment Tool and how towns and cities in Vermont can use the tool

1. Can Xusana Davis present to the community for a general education series - Danielle will reach out
- iii. Joelen - asked about when the best time for education series on Zoom
- iv. Marichel - Sundays during 4PM and weekdays around 7PM
- v. Ellen - We should reach out to the community to understand what they want to learn about. Marichel, Joelen, and Danielle are willing to work on a survey or questions to ask folkx
- vi. Marichel recommended proposing the question during town meeting day
- vii. Joelen will draft questions for the education series to provide to council to share with constituents
- viii. Marichel will speak to the ADA committee to collaborate with us on the mental health part of the series - if anyone on the committee has ideas, forward them to Marichel
6. Set next meeting Date: Monday, February 1, 2021 at 6:15PM.
7. Round Table
 - a. None
8. Adjourned at 7:56PM.

Action items

1. Joelen asked if **Chief Brent** could share the COVID-19 outreach information that is provided to businesses.
2. **D&E Committee - Due on April 15th** - priorities from July moving forward (basically a **work plan** - 5-year - to be adjusted annually)
3. **D&E Committee** - Joelen recommends looking at Cow Pasture Committee web page for an example for workplan
4. **Joelen** will contact Stephanie and talk with her about message sign in downtown for COVID-19 messages
5. **Danielle, Ellen, & Marichel** to work with Jody and develop a proposal for the website
6. Joelen recommended that **Danielle** update the State of Vermont equity impact assessment tool to fit the language for the City of Barre
7. Can Xusana Davis present to the community for a general education series - **Danielle** will reach out
8. **Marichel, Joelen, and Danielle** are willing to work on a survey or questions to ask folkx
 - a. **Joelen** will draft questions for the education series to provide to council to share with constituents
9. **Marichel** will speak to the ADA committee to collaborate with us on the mental health part of the series - if anyone on the committee has ideas, forward them to Marichel

1) Motion: Move to adopt minutes as amended.

Mover/Seconder: Joelen

Result of vote: All in favor

Meeting adjourned:

Mover/Seconder: Chris Roberts/ Ellen Kaye

Time: 7:56 PM

Next meeting date/time/location: Monday, February 1, 2021 at 6:15PM via Zoom

A handwritten signature in black ink, appearing to read 'Danielle Owczarski'. The signature is fluid and cursive, with a large loop at the end.

Danielle Owczarski