

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

Committee/board: Diversity and Equity Committee

Date of meeting: Monday, February 1, 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:

- none

Topic(s) Discussed

1. Call to order at 6:16 PM.
 - a. Joelen - Happy Imbolc everyone!
2. Adjustments to the Agenda.
 - a. Joelen - Want to do New Business B after minutes are approved, then statement from committee, then mission statements
 - b. Danielle - 28 Days of Black History
 - c. Danielle - BUUSD Equity, Racial Justice & Inclusion Task Force
 - d. Marichel - website update
3. Approval of Minutes from Previous Meeting
 - a. Meeting minutes were adopted.
 - b. Chris mentioned that Jennifer Hutchinson is still listed as a member of the committee
4. Old Business:
 - a. Committee Statement condemning the violence in Washington 1/6/2021 - Chris
 - i. Wants to know who the audience is he is writing for and would like to get feedback from the committee first
 1. Joelen - The statement can be shared on FPF and the Times Argus
 - ii. Chris will develop a draft and send it around first and we will review at the next meeting (send out by Friday)
 - iii. Danielle - Send Chris the resolution that council passed
 - b. Sub-committee reports
 - i. Website update - Marichel met with Jody, and others who are involved in website design. It was designed four years ago and content has been updated. There is a contract with a designer and it costs money just to add a banner to the top of the page. A new red banner "COVID-19 Updates" has been installed on the website and can be found on any page you enter.

1. There will be a landing page and we can add a sidebar that will have sub-sections.
 2. Marichel is looking for feedback on the Navigation tabs
 3. Committee members can add content on the Google Drive spreadsheet by adding spreadsheet by navigation tab label
 4. Chris and Danielle - Thank you to Marichel for her work on this
 5. Lucas mentioned that the COVID-19 Banner was added to the city website with help from the D&E Committee at a city council meeting
 6. Joelen will get a statement from Chief Brent and Chief Bombardier
5. New Business:
- a. Education Project updates
 - i. Joelen - Cody Morrison would like to come to the next meeting to meet the committee and discuss what he thinks our relationship could be with us. Potential speaker for panel discussion.
 - ii. Mask Message recommendations
 1. Be a superhero - wear a mask
 2. Masks - Not just for Batman anymore
 3. Feeling down? - Need to talk? - xxx-xxx-xxxx
 4. Trouble paying - rent? Call -xxx-xxx-xxxx
 5. Need help with - food? Call - xxx-xxx-xxxx
 6. Mask and ye shall receive
 - iii. Marichel - There are plans to have a housing forum outside of the D&E Committee - Ellen will stay in touch with the hosts about it.
 - iv. Danielle is waiting to hear back from Xusana Davis
 - b. Sensitivity awareness – Joelen
 - i. If there are issues that are brought up during the meeting that cause people distress, we should take a time out to deal with it
 - ii. A word to let folks know when there is an issue - they can use the word “ouch”
 - c. Mission statement, definitions
 - i. Joelen - Put together the Mission Statement and Vision Statement
 - ii. Need to add the “diversity” definition from the D&E committee definitions reviewed.
 - iii. The group reviewed the Mission and made suggestions to update the mission statement and make it more action based.
 - iv. Ellen led a discussion on the definition of racism which is interpreted differently among people. Ellen questioned whether or not we should add racism to the document. A discussion ensued.
 - v. Chris recommends explaining why the definitions are included in the document.
 - vi. Danielle shared the Anti-defamation League definition of racism:
 1. Racism: The marginalization and/or oppression of people of color based on a socially constructed racial hierarchy that privileges white people.
 - d. Danielle - 28 Days of Black History

- i. Danielle provided information on an email sign-up opportunity to learn more about Black History and will post to Front Porch Forum as a member of the public.
 - e. Danielle - BUUSD Equity, Racial Justice & Inclusion Task Force
 - i. BUUSD is creating an Equity, Racial Justice and Inclusion Task Force. They are looking for members of the community to join them to hold some important discussions around racial equity in the Barre community.
 - ii. Participation is open to all: Spaulding High School alumni, community members, teachers, parents, etc.
 - iii. They will ask each Task Force member to attend one virtual meeting and contribute to the discussion.
 - iv. Joelen will be sending a letter to join the Task Force and act as a liaison and potentially have youth act as a liaison for the committee
- 6. Set next meeting Date: Monday, February 15 at 6:15PM.
- 7. Round Table
 - a. Marichel - racism definition - power plus racial prejudice equals racism - difference between being a bigot and being racist. A bigot does not wield power, a racist does - different levels of racism - individual, structural, internalized, and institutional.
 - b. Ellen - Adding pronouns at the end of our names is normalizing the use of personal pronouns and creating a space of inclusion. We should try to make our meetings a safe place for others and model this behavior.
- 8. Adjourned at 7:43 PM.

Action items

- 1. **Chris** - develop a draft and send it around first and we will review at the next meeting (send out by Friday)
- 2. **Danielle** - Send Chris the resolution that council passed in response to the January 6th actions on the White House.
- 3. **All** - Provide Marichel feedback on the COVID-19 web navigation and links - can provide feedback on the Google spreadsheet
- 4. **Joelen** - request statement from Chief Brent and Chief Bombardier - COVID-19 webpage

1) Motion: Move to adopt minutes.

Mover/Second: Chris/William

Result of vote: All in favor.

Meeting adjourned:

Mover/Second: Danielle/Ellen

Time: 7:43 PM

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



Danielle Owczarski