

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

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

**Date of meeting:** Monday, January 17, 2022, 6:00 PM

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

**Board/committee members in attendance:**

- William Toborg
- Joelen Mulvaney
- Christopher Roberts
- Danielle Owczarski
- JD Fox

**Board/committee members absent:**

- Svetlana Zhexembeyeva
- Ellen Kaye

**Others in attendance:**

- Steve Mackenzie

**Topic(s) Discussed**

1. Call to order at 6:05 PM.
2. Joelen read the Acknowledgement
  - a. We acknowledge that Barre City was developed on Sokoki Abenaki land, which the Western Abenaki nation never ceded, made treaty for, nor were they conquered. We aspire to create a space in our meetings that is inclusive, participatory and equitable. We acknowledge we all come from different experiences and that our experiences may be affected by racism, sexism, classism, homophobia, ableism and many other systems of oppression. We are here to address equity within the systems of our city in order to inform the City Council of our findings. We acknowledge that systemic inequities exist and do not debate the personal experiences of marginalized and underrepresented community members. With that in mind, it is important that we are thoughtful of the impact of our words on each other in this space.
3. Protocol for meeting interlopers - Danielle
  - a. Danielle provided an overview of the Zoom Bombing Protocol
  - b. Steve M remarked that the legislature has approved town and city councils to go full virtual. The City Council will review this option and decide if they would
  - c. Motion to adopt Zoom Bombing Protocol as submitted and presented by JD, Danielle seconded
    - i. All in favor
4. Adjustments to the Agenda - none
5. Participants/visitors open mic - none
6. Approval of Minutes for October
  - a. William move to adopt minutes, Chris seconded

- i. All in favor
- 7. Old Business
  - Working group reports:
    - a. Community Education – Chris
      - i. Reached out to Lauren Polk, but hasn't heard back.
      - ii. Plans to get in touch with Christopher Kaufman - Director of VT Council of Humanities
      - iii. Needs to set up a meeting with Lauren, JD, and William
    - b. Barre City Equity Assessment Impact Tool – Ellen/Danielle
      - i. Doing a presentation for the Housing Task Force (All-in-for-Barre) on February 14, 2022 on how to use the EIAT
      - ii. Provided an EIAT review and feedback as requested by the Police Advisory Committee, Danielle shared the workgroup's review of Barre City PD's Internal Affairs and Citizens Complaints Policy with Bob Nelson, who is chair of the Police Advisory Committee.
      - iii. Workgroup is also communicating with Rikk Taft (Barre City HR/IT Staff) and the Cow Pasture Committee
      - iv. Working on a companion document to make the EIAT easier to use
    - c. Community Needs Assessment - Joelen
      - i. Joelen talked to Housing Task Force - spoke at their first meeting and they are focused on a housing assessment and will coordinate with Joelen where there are opportunities
      - ii. Joelen went to council to talk to them about doing a Community Needs Assessment and they were generally supportive - a member of the council (Mel) was willing to be a liason
        - 1. They will consider other groups that can be part of this effort that will also benefit from this initiative
    - d. Liaison Reports
      - i. Supervisory - Mary Ellen Timmons was the designated staff person for the Diversity & Equity committee for the school, but she has left, and it's not clear if and when someone will pick up her work.
    - e. Other Connections
      - i. Close (a month or so) to hiring for the Chief of Police. Joelen has been on the hiring committee and was able to meet the District Attorney and get to know Rikk Taft better and the opportunity to use the tool for hiring practices.
- 8. New Business
  - a. Strategic Planning - Joelen
    - i. Joelen went over the strategic plan with the workgroups
- 9. Set next meeting date: February 21, 2022 at 6:00 PM
- 10. Round Table
  - a. William - Recommends we discuss a statement of support for unvaccinated people based on the belief that they have been unfairly persecuted and oppressed.
    - i. Danielle believes that the committee needs to discuss if this falls under the group's mission.
    - ii. Joelen will add this to the next agenda

11. Adjourned at 7:01 PM.

**Action items**

1. Joelen - Add agenda item to discuss support of unvaccinated people as a “persecuted” group.

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

**Mover/Second:** William/Chris

**Result of vote:** All in favor

**2) Motion:** Motion to adopt Zoom Bombing Protocol as submitted and presented

**Mover/Second:** JD Fox/Danielle

**Result of vote:** All in favor

**Meeting adjourned:**

**Mover/Second:** William/Chris

**Time:** 7:01 PM

**Next meeting date/time/location:** Monday, February 21, 2022 at 6PM via Zoom



Danielle Owczarski