

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

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

**Date of meeting:** Monday, April 18, 2021, 6:00 PM

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

**Board/committee members in attendance:**

- Ellen Kaye
- William Toborg
- Joelen Mulvaney
- Christopher Roberts
- Danielle Owczarski

**Board/committee members absent:**

- JD Fox
- Svetlana Zhexembeyeva

**Others in attendance:**

- Steve Mackenzie
- Gail Mears
- Sha'an Mouliert

**Topic(s) Discussed**

1. Call to order at 6:06 PM.
  - a. Welcoming guests - All committee members and guests introduced themselves.
2. 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. Adjustments to the Agenda.
  - a. William - Add January meeting minutes for approval
  - b. Danielle - Add Round table and participants/visitors open mic to agenda
4. Participants/visitors open mic
5. Old Business:
  - a. Working Group Reports
    - i. Community Education

1. Chris will introduce discussion on Barre Equity Project; Youth Leadership Theater, with equity trainer Sha'an Mouliert, MEd and theater director Gail Mears, MSW who will talk about their role in the project - will have a panel discussion after the performances - looking into the students earning credit and getting small stipend for the project. The students will develop their own play. Entering Juniors and Seniors.
  2. Sha'an Mouliert - Equity Trainer - worked with Joelen and Barre youth previously. Uses Theatre of the Oppressed Techniques developed by Augusto Boal. The focus is to observe and identify various perspectives and develop a transformative solution to an issue. Includes team building and problem solving skills.
    - a. Danielle - Can I search this online to learn more about it?  
Sha'an - Yes. There are various forms where the audience can participate in the play/skit/situation.
    - b. Steve Mackenzie - Asked for a snapshot of her background - lives in Northeast Kingdom - see link for more information:  
<https://www.nekcollaborative.org/news-1/racial-literacy>.
  3. Gail Mears - Will work with students on the performance - focus will be short skits - plan is to have 5-8 skits. At the end of the skits, they will ask for audience participation (panel discussion). Focus is on communication skills and respect for others participating and some acting skills. First weeks students will work with Sha'an and then work with Gail to put the skits together.
  4. Steve asked who the intended audience is and Joelen said, first the students, then the general public.
  5. Sha'an - Being the only BIPOC presenting person in the meeting while discussing diversity - what do we mean by diversity? Creating a space that's safe for everyone is a priority. Consider what populations we are presenting on, who is being represented? Moving forward as a committee or a group, consider what topics you want to create a community that is thriving.
  6. Joelen will present logistics and funding - There is money for funding, but the timing doesn't necessarily line-up with the need. The school is considering being the fiscal agent of this and will be the pass-through.
    - a. **TO DO:** Look over [document](#) that Joelen shared and provide feedback and comment. Joelen to send to Steve.
- ii. Barre City Equity Assessment Impact Tool – Ellen/Danielle
1. Received email from Chief of Police
  2. Steve - the BCPD is purchasing body cameras and dashboard cameras (submission date is due at the end of May). Steve asked about using the Equity Impact Assessment Tool. Steve sent the tool to Brad. And he will look at its applicability

3. Danielle said the tool could be used to look at the state mandated policy for using body cameras - you could have a policy that is more stringent, but not one that is less stringent.
  - a. **TO DO:** Danielle will check back in with the Police Advisory Committee to ask about presenting the tool.
- iii. Other Connections - National League of Cities REAL Program is who presented the training.
  1. **TO DO:** Ellen will send Joelen information on the REAL program that presented training for VLCT.
    - a. REAL - Race, Equity and Leadership - Seantae Byers & Jared Bean:  
<https://www.nlc.org/program/race-equity-and-leadership-real/>
    - b. **TO DO:** Joelen will send link to Steve on the VLCT Equity and Diversity Training
6. Approval of January, February, & March minutes
  - a. William made a motion as amended and seconded by Ellen.
7. New Business:
  - a. None
8. Round Table
  - a. Ellen - went to VLCT today and the town of Winooski is giving the results of their equity audit tonight: <https://www.winooski.vt.gov/1515/Equity-Initiatives>.
    - i. Elaine Wang who has been hired to be the new city manager of Winooski sent Ellen a draft report that they are sharing with the council - <https://winooski.vt.gov>.
    - ii. Joelen - it may make sense to take a similar route rather than a community needs assessment.
  - b. Danielle - asked about the recent article about the new Chief of Police and asked if there has been a response or if there is a planned response by the BCPD.
    - i. **TO DO:** Ellen will send announcements from Steve and Jake to include in minutes and Joelen will invite Jake Hemmerick to the next meeting to talk about the city's response.
  - c. Joelen - Talked about mapping and said that Hardwick had a map that included race demographics of neighborhoods.
    - i. **TO DO:** Danielle will send Joelen the mapping application with that information that is included in the Equity Impact Assessment Tool presentation.
9. Set next meeting Date: Monday, May 16, 2022, 6PM
10. Adjourned at 7:23 PM.

#### **Action items**

1. **All** - Look over Theatre Project Proposal [document](#) that Joelen shared and provide feedback and comment. Joelen to send to Steve.
2. **Danielle** will check back in with the Police Advisory Committee to ask about presenting the tool.

3. **Ellen** will send Joelen information on the REAL program that presented training for VLCT (a link is also in the notes).
4. **Joelen** will send link to Steve on the VLCT Equity and Diversity Training that Ellen shares.
5. **Ellen** will send public statements about the Police Chief review process from Steve and Jake to include in minutes and Joelen will invite Jake Hemmerick to the next meeting to talk about the city's response.
6. **Danielle** will send Joelen the mapping application with that information that is included in the Equity Impact Assessment Tool presentation.

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

**Mover/Seconder:** William/Ellen

**Result of vote:** All in favor

**Meeting adjourned:**

**Mover/Seconder:** William/Ellen

**Time:** 7:23 PM

**Next meeting date/time/location:** Monday, May 16, 2022 at 6 PM via Zoom



Danielle Owczarski