

Barre City Justice, Equity, Diversity, inclusion and Belonging Committee Work Plan 2025

After several years of experience and development, the BCJEDIB committee has completed its plan for the foreseeable future in terms of committee structure, priorities and relationship with municipal staff and government. The following is the result of the committee's conversations, workshops, consultations with professionals in the equity field and Barre City Council decisions.

Creating a list of priorities included identifying the affected populations, how they might be affected and the potential area of focus, ordinances, policies and/or practices. The list is seen as a living and changing document to be added to or altered in any way that meets the City's goals and objectives. The list is attached and has been used to determine our plan of action for the short and long term.

The committee has divided its responsibilities into two categories with a working group for each; Community Education and Municipal Ordinance Reform. The original charge for the committee was to create a flag policy and examine city ordinances with an equity lens. The realization and assessment of the municipality's readiness for equity work led the committee to organize an education program aimed at providing both political and municipal leadership with the communication tools needed for them to discuss social change within the city and how best to address it within the context of inclusion. To examine ordinances, policies and procedures, the committee adapted the Vermont Equity Impact Assessment Tool, which the City adopted for use in 2020.

Community Education Working Group:

"Let's Talk about Justice, Equity, Diversity, Inclusion and Belonging" is a program designed by the committee with the help of consultant Kristi Clemens, Dartmouth College title 9 Coordinator. The 8-hour curriculum traces the understanding of equity from the personal, through the interpersonal, to community application. Committee members will organize and support the sessions, some of whom will be trained in the facilitation process in order to continue and expand the program. The goal is to widen the program to include the general public after using it to educate municipal leadership.

Tasks:

- Conduct regular meetings at least once a month and report to committee monthly committee meetings
- Participate in a "Let's Talk" session
- Become a "Let's Talk" facilitator with coaching from consultant and curriculum creator, Kristi Clemens
- Promote and organize 2 Programs a year, including location, schedule and hospitality
- Plan and present other types of community educational experiences focused on equity with agreement by the committee and/or city council as appropriate
- Conduct a community equity assessment using the City of Winooski model

Municipal Ordinance Reform:

The City adopted the Barre City Equity Impact Assessment Tool for use by municipal leadership, groups that serve the City and non-profits involved in city projects and with city residents. The committee gave several tutorials to various entities in city government to encourage and support its use and has been working with other committees to use while they plan and implement their projects and events. The tool asks questions specific to equity and assesses the relative responsiveness of the project to marginalized and minority residents. This tool can be used in a variety of ways for a variety of projects, issues, ordinances and City plans.

Tasks:

- Conduct regular meetings at least once a month and report to committee monthly committee meetings
- Study and become familiar with the BC Equity Impact Assessment Tool document and the City Ordinances
- Identify ordinances that need editing to address wherever there is potential unfairness or unequal treatment
- Research other community's ordinances as guides to writing ordinances that reflect equity
- Edit City ordinances for City council to consider and support the changes to the City Council
- Promote the use of the assessment Tool including reviewing and making appropriate recommendations to the department that is using them
- Provide support for and review of RFPs and other proposals from the City by reviewing them using the Assessment Tool and providing letters of support where desired or needed. A designated member of the =working group is assigned to expedite any request from the City for this assistance in order to meet grant deadlines.

BCJEDIB LIST OF PRIORITIES

CONDITION	EFFECT	POTENTIAL REMEDY	
Air Quality/Pollution	respiratory disease/symptoms	Immediate removal of all remaining flood dust.	Equity
	stress on flora	Improve street sweeping/renting equipment if needed	Equity
		Reduce emissions, routing truck traffic around the downtown	Equity
		Study air quality	Equity
Property Taxes	fair and equitable redistribution of wealth	Increase in municipal revenue with tiered fees for city services	Equity
		Fee structure that charges fair value to other communities using our city's invested infrastructure	Equity
		Collaboration with BUUSD when preparing budgets	ADA
		Property assessment study to identify sub-standard rental structures tax at the highest standard rate	Equity
		Institute a form of rent control	Equity
		Balance services to commerce (20%) versus residents (80%)	Equity
Noise Pollution	Disturbing to the neurodivergent	Eliminate train blare	ADA
	Hearing loss	Ordinance to ban industrial/commercial open door practice	ADA
	Trauma trigger	Improve noise ordinance to include industrial/commerce noise	ADA
Light Pollution	Kills trees	Requiring hooded commercial/residential outdoor lighting	Equity
	Effects sleep patterns		Equity
Recreation	Resident quality of life	Park/playground that is ADA designed	ADA
		Hiring Rec Dept staff	Equity
Flood Mitigation			
ADA Compliance	Federal Law	Certify ADA Officer	
		Remove sidewalk barriers (elevate flags, no sandwich boards)	ADA
Climate Change		Disaster/emergency preparedness	