

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

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

**Date of meeting:** Monday, March 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:**

- Lucas Herring (Barre City Mayor)

**Topic(s) Discussed**

1. Call to order at 6:18PM.
  - a. Joelen had a recommendation that we open the meeting with a positive message.
    - i. Ellen had sent out an idea for an opening last meeting and will work on this to present for the next meeting.
    - ii. William will address questions about the racism definition during the review 4(c) on the agenda.
2. Adjustments to the Agenda.
  - a. Ellen has an announcement about VLCT in the subcommittee reports.
3. Approval of Minutes from Previous Meeting (2021-02-15)
  - a. Minutes approved with minor grammatical adjustments.
4. Old Business:
  - a. Sub-committee reports – subcommittee activation - Joelen
    - i. Change the term “subcommittee” to “working group” so we can work together with less than a quorum of members (3 or less could currently be a workgroup with 6 people in the committee now)
    - ii. Lucas - As size is increased, more voices come out, so it is important to find a balance of the number of committee members.
  - b. Ellen - the VLCT meeting has been scheduled for March 8th, 2021, in the middle of the afternoon. They sent an additional email with the charge for the group that Ellen will send out to the committee.
  - c. Mission statement, definitions, finalize for submission to Council
    - i. William suggested that the definition that was approved last week for racism should be updated to the definition in the Merriam Webster
      1. “a belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race : the systemic oppression of a racial group to the social, economic, and political advantage of another”

- ii. The group discussed how power applies to racism and the need for the group to further explore the definition of racism and the continuum of understanding for the group and our society.
    - iii. Chris - Thinks it's important to consider a definition outside of the United States and expand upon the current definition as William suggested, but to not exclude the distinction that white people wield the power in the USA and other geographic areas.
    - iv. Danielle acknowledges Chris and William's thoughts, but feels the Committee should keep the updated definition and workshop it in the future as needed.
    - v. Ellen - Acknowledged how discrimination can go beyond physical features and to be cognizant of this when thinking about racism and other forms of discrimination.
    - vi. Lucas - suggested to add in a reference to the United States to be more specific in the definition for racism. The group agreed.
    - vii. Marichel - Do we agree that power and prejudice are contributing factors to racism? Joelen and Danielle agreed verbally.
    - viii. Lucas is hoping to put together the Committee's goals as part of the strategic plan for the City. Lucas provided feedback on how to review the D&E Committee's Annual Report.
    - ix. The full committee reviewed the Goals and Objectives section of the report.
    - x. Danielle will define the Acronyms for BIPOC and LGBTQ+
    - xi. The group voted on accepting the report with a few additions and grammatical corrections at motioned by Danielle.
  - d. Vote on Education Project outline/using Equity assessment tool recommendations - moved to future meeting agenda.
  - e. Vote on forwarding final version of Equity Assessment Tool - Danielle
    - i. Danielle provided the most up-to-date version to the committee with an explanation on how to edit the document and would like folks to review this for the next meeting.
5. New Business:
- a. Report on Barre Unified District Equity Committee policy meeting - Joelen
    - i. The meeting fell short of her expectations. Not sure how the group will move ahead with the information they've collected. The meetings basically asked questions of the participants, but there was no follow-up.
  - b. Education Project updates, let's come up with a working title - to discuss the next meeting.
  - c. More COVID messages - will discuss next meeting
  - d. Reaction/response to Barre Area Development presentation/ideas for collaboration - will discuss next meeting
  - e. Uyghur – William - will discuss next meeting
6. Set next meeting Date: Monday, March 15, 2021 at 6:15PM.
7. Round Table
- a. Ellen has an article that she wants to share with the group and will send out tonight and hopes the group will read.

- b. Chris - Thank you for people who came out to listen to the statement that Chris delivered to the City Council meeting.
  - c. Marichel - After the ADA Committee Meeting, Erika Reil remarked that she was impacted by and appreciated Chris's statement he presented on behalf of the Committee at the Council meeting.
  - d. Ellen - Thank you to Marichel for sharing and editing documents during the meeting and thank you to Danielle for keeping minutes.
8. Adjourned at 8:03 PM.

**Action items**

- 1. **Ellen** will send out the VLCT charge to the D&E Committee for review.
- 2. **Ellen** will send out article for the Committee to read.
- 3. **Danielle** will define the Acronyms for BIPOC and LGBTQ+ and update formatting and grammar in the 2021 D&E Committee Report for Barre City.
- 4. **For future agenda discussion:**
  - a. Barre City
  - b. Education Project updates, let's come up with a working title
  - c. More COVID messages
  - d. Reaction/response to Barre Area Development presentation/ideas for collaboration
  - e. Uyghur – William

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

**Mover/Seconder:** Marichel/Ellen

**Result of vote:** All in favor.

**2) Motion:** To adopt the 2021 Diversity and Equity Committee Report with outstanding grammatical corrections and the addition of acronyms defined for BIPOC and LGBTQ+.

**Mover/Seconder:** Danielle/Marichel

**Result of vote:** All in favor.

**Meeting adjourned:**

**Mover/Seconder:** William/Marichel

**Time:** 8:03 PM

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



Danielle Owczarski