

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

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

**Date of meeting:** Monday, March 21, 2022, 6:00 PM

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

**Board/committee members in attendance:**

- William Toborg
- Joelen Mulvaney
- Svetlana Zhexembeyeva
- Ellen Kaye

**Board/committee members absent:**

- Chris Roberts
- Danielle Owczarski
- JD Fox

**Others in attendance:**

- Joy Dubin
- Lucian avery
- Swift River
- Ethan Lawrence
- Brian (Glover)
- Teresa Zuverino

**Topic(s) Discussed:**

1. Call to order at 6:03 PM.
2. Joelen read the Acknowledgement
  - a. 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 – Placing group discussion first on the agenda
4. New business
  - a. Other Community D&E Committees
    - i. Communities attending: Barre City, Windsor, Hardwick, Hinesburg, Glover, Putney (two nurses from VDH JEDI committee as observers)

- ii. Several also involved in VLCT Equity Committee (Ellen, what's the current title of that group?)
  - iii. Different types of groups:
    - 1. 2 separate groups, one unconnected to town government and the other focused on schools
    - 2. formed by councils/selectboards
    - 3. formed by interested volunteers
    - 4. formal appointed committees
  - iv. Challenge of inclusivity in rural Vermont
  - v. Using a statement of inclusion to organize around equity
  - vi. Use anonymous BIPOC informants to educate about the causes/examples of bias and discrimination
  - vii. Challenge of committee members who sabotage the work of the group
    - 1. Importance of all group members to agree to and follow basic tenets, policies and procedures
    - 2. Who defines a problem
    - 3. Good, accurate data is essential to include, along with anecdotal and other evidence
  - viii. VLCT group an example of courage to self-examine/restart
  - ix. Involving youth, figure out how
  - x. Selection process for group membership formalized to include a letter of interest, interview designed to identify how well candidate aligns with equity goals and objectives
- b. Barre Equity Project: Youth Leadership Theater – Innovative project designed by Sha'an Moulert and Gail Mears to work with 8 HS Juniors and Seniors this summer. Ellen moved to accept the proposed project, seconded by Svetlana, unanimous vote for Community Education Group to proceed.to proceed
- 5. Set next meeting date: April 18, 2022, at 6:00 PM
  - 6. Adjourned at 7:45

Submitted by:  
Joelen Mulvaney,

*Acting for Danielle Owczarski*