

Justice, Equity, Diversity, Inclusion and Belonging Committee

Special Meeting November 24, 2024 MINUTES

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.

Members: Joelen Mulvaney, Sonya Spaulding, Greg Quetel, Christopher Roberts, Emily Wheeler Reynolds, Ellen Kaye

Guest: Matt Mulligan

1. Call meeting to order at 6:35 due to tech issue because 2 zoom meetings were scheduled at the same time on the city's account
2. Adjustments to the agenda: none
3. Old business:
None
4. New business:
 - a. The future –

Greg: Keep do what we're doing if the council decides if it is has value to them. As fare as changing anything, it would be helpful to get more feedback and direction from city council.

Joelen: Concerned that changes in the national election will embolden hostile actions against the committee's mission that is aligned with D.E.I. values.

Chris: More important than ever to speak out about DEI and we are proud about how we respond to things like our response to January 6th. We don't have to be the ones who always need to be engaging in this work, more people could become involved.

Emily: If we won't do it who will, we face a lot of harassment and have been targeted. We need to protect ourselves with more support and direction from the City Council.

Ellen: I'm happy to do the work of inclusion and I wish it was the work that makes me tired, What makes me tired is that we have been stymied over and over. The only thing worse than not doing this work is doing it as a charade, as a pretty picture so they can check a box off that says we have a DEI committee. We're coming into a time when we are going to have to protect each other and this committee cannot do that. We've had a committee member from the committee who is not aligned with DEI values. One of our members was holding a mass deportation sign, let that sink in one moment. That

the city thought it was ok to put someone on the committee who also works against the bodily autonomy rights of women is obscene.

Sonya: I believe the council will approve a charge that will help give more direction.

Matt: The work that is rooted in the name of this committed has always been done and will always continue to be done despite the circumstances.

- b. Holiday letter to Barre Partnership: attached, Chris moved to send the letter, seconded by Greg, unanimous decision to send the letter. Sonya agreed to further investigate the process of the holiday give-away.

5. Visitors and public comment – none
6. Set next meeting date: No December meeting
7. Adjourn: 7:40

Respectfully submitted,
Joelen Mulvaney, Chairperson