

VERMONT LEAGUE OF CITIES AND TOWNS EQUITY COMMITTEE MEETING

Tuesday, January 16, 2024

Via Zoom – 12:00 p.m.

Minutes

Board Members Present: Kristin Atwood, Elaine Haney (left 1:15pm), Alyssa Johnson, Josie Leavitt (arrived 12:24 pm; left 12:51 pm), Matthew LeFluer, Amanda Jordan Smith (left 1pm), Al Vogelee, Sarah Wraight, Deb Wright, Mary Ann Goulette, Elaine Wang, Joy Dubin Grossman, Nick Morlan, Kathleen Ramsay (arrived 12:30).

VLCT Staff Present: Ted Brady, Abby Friedman, Bonnie Waninger, Jeremy Weiss.

Agenda Item # 1. Call to Order by the Chair

The meeting was called to order by Co-Chair Elaine Wang at 12:02 p.m. Board members introduced themselves.

Agenda Item # 2. Additions and Deletions to the Agenda

None

Agenda Item #3. Approval of Minutes

Alyssa Johnson moved to approve the minutes of December 18, 2023. Al Vogelee seconded the motion. The motion was approved unanimously.

Agenda Item # 4. Executive Director Update

Ted Brady updated the Committee on the kickoff of the second Welcoming and Engaging Communities Cohort.

Agenda Item # 5. 2024 Equity Work Plan

Ted reviewed the 2023 Equity Work Plan and the status of each work plan item. Straw polls were held on 2023 actions to help assess the relative level of priority for carrying actions forward into 2024. In-progress items will carryforward: an insurance trust workgroup and convening municipal equity committees. Other high priority items were: providing annual DEI training; offering annual foundational JDEIB training to municipalities; developing a model equity impact assessment tool; developing hiring best practices; and providing, supporting, and advocating for municipalities to join and participate in affiliate identity-based organizations. Elaine Wang asked that staff draft a 2024 Work Plan based on the results of the straw polls for discussion and possible action at the next meeting. The remaining 2023 items will be placed in order based on the straw poll result for discussion. Once approved, the 2024 Work Plan will go to the VLCT Board for approval.

Agenda Item # 6. Equity Subcommittees

Committee members suggested Committee workgroups be established for two items. Membership is:

- *Equity Assessment Tool:* Cate Cross, Elaine Haney, Elaine Wang, and Abby Friedman
- *Affiliate Identity-Based Organizations:* Elaine Wang, Mary Ann Goulette, Joy Dubin Grossman, Kathleen Ramsay, Alyssa Johnson

Elaine Wang asked that staff organize an initial meeting of the two workgroups. The Committee requested that VLCT staff organize and host the annual JEDIB training.

Agenda Item # 7. Committee Updates and Discussion

Committee members offered updates.

Agenda Item # 8. Adjourn

The meeting adjourned at 1:33 pm.

Respectfully submitted,

Jeremy Weiss

Membership and Administrative Coordinator