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By Town Clerk's Office at 2:11 pm, Mar 08, 2022

TOWN OF BURLINGTON

Meeting Minutes

Email minutes to meetings@burlington.org or Bring to the Clerk's Office. Thank you

Minutes need to be posted within 30 days or 2 meetings of the board – Draft minutes can be posted and revised at a later date

DEPT./BOARD: Town Wide DEI Committee

DATE: 2/2/2022

TIME: 6pm

PLACE: WebEx

MEMBERS IN ATTENDANCE:

Syed Ghani, Nancy Bonassera, Barbara Addison Reid, Carl Foss, Nick Priest

Call to Order 6:05pm

1. Minutes and vote - Postponed until 2/16
2. Discussion/Approval: First Quarterly Report
(Attached is a 13-page document)

Review of attached report

Do we want to discuss section by section or review the entirety first and then discuss?

Consensus: Section by section

NP: Should we include our mission statement/charge? This would give the Select Board a reminder of our charge.

BJAR: Have we seen that?

Mission Statement: In alignment with the Select Board's mission statement, it is the mission of this subcommittee to strive to recognize and celebrate the diversity of our community while ensuring that all people, regardless of race, ethnicity, religion, education, disability, age, sexual orientation or gender identity, and socio-economic status are respected and valued. Because our differences do not divide us but rather strengthen us.

Town of Burlington

Select Board

Charge: Evaluate and develop framework for DEI subcommittee from which several strategic initiatives and actionable items can be developed





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Strategy:

Discussion of what we mean by “open communication” with the select board and the Burlington Community as written in bullet point one

Edited to read: *Foster open communications*

Discussion of DEI Scorecard - are we going to be able to produce this annually?

That is up to the Select Board

The scorecard needs to be annual in order to see where we are going, weather we do it or someone is hired, it needs to be done

Suggested edit for Section 4 bullet 1: Please add "foster" at the beginning of the sentence.

Suggested edit for section 4 bullet 3: *To obtain data for the purpose of measuring and producing the Town of Burlington's 1st ever DEI scorecard. Additionally, to develop a strategy so that the scorecard is produced on an annual basis going forward.*

Strategy Step 1:

Of the 21 documents we reviewed, we have control over only 15

Discussion of the questions on Page 5 - some have been answered

Discussion of corrected Census data to more accurately compare the numbers

Discussion of removing the 10 commandments as a justification for DEI work

Edited to remove the 10 commandments

Discussion of Values Measure Behavior exercise and Maslow's hierarchy of needs

We on the committee will engage in these exercises

How can we emphasize the importance of trying to encourage the select board to participate in these exercises

Huge thanks to BJ for producing this document

Can we set up a sub-committee to help produce these documents and reduce the burden on BJ

Discussion about next step for producing the scorecard





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3. Confirm next meeting date

2/16/2022 6pm

4. Adjourn Passed 5-0

