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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: 3/23/2022

TIME: 6pm

PLACE: WebEx

MEMBERS IN ATTENDANCE:

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

- Call to Order - 6:06pm
- Select Board
 - Nick and the chair have been discussing plans to open more conversations around DEI for the board - may be a series of conversations
 - Hopeful to bring plans to this subcommittee for feedback
 - May hold off until after the election to include perspective of new board members
 - Discussion of the idea of "intent vs impact"
 - Jim Tigges of SB made a statement at the most recent meeting apologizing for what happened previously but not personally to BJ.
 - We need to prioritize making DEI work an agenda item at future select board meeting
 - Nick is hoping to get us on the agenda for the 4/11 SB meeting
 - Are there plans to give BJ a formal apology from the SB?
 - SB is working on it, maybe verbal or written
 - We would also like to know if the SB is going accept BJ offer of being a consultant
- Key Executives Organizational Chart
 - The charts have names of offices/organizations and phone numbers, but no names
 - Who do we go to for this information?
 - Town administrators and department directors
 - Joanne Faust and Amy Warfield





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- How wide of a net do we cast? As broad as possible because of what we are looking for and the roles of these organizational leaders
- We are looking for both data and policies/procedures - these leaders have this information.
- We have to be careful not to be too broad because we could get overwhelmed
- Discussion of who/which board to approach and in what order
- There are a lot of different boards/committees covering different policies in town, which makes our task more complicated
- Our approach should be focused on SB and HR

- Score Card, DEI statement, & union contracts
 - How are the contracts negotiated? Not 100% sure - will find answers
 - Possible recommendation: Create 3 subcommittees to work on each of these items
 - Advantage: ideas can be floated in between meetings
 - Disadvantages: not all of us have expertise/experience on these types of items
 - BJ does and one of each of us may work with her on each of these areas
 - Some frustrations are with lack of communication from SB regarding recommendations from 1st quarterly report
 - We should push now for the SB to add us to the agenda for 4/11
 - DEI Scorecard is not as urgent because it is done after the 1st year of this work

- Minutes discussion | vote
 - 3/9 Minutes approved 4-0

- Next DEI Committee meeting 06 April 2022 at 6:00 p.m.

- Adjourn 7:12pm
 - Approved 5-0

