



1 **Justice, Equity, Diversity & Inclusion (JEDI) Committee Meeting Minutes**
2 **November 4, 2021 12:00 PM**
3 **101 Queen City Road, Burlington VT 05401**
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6 *The mission of GMT is to promote and operate safe, convenient, accessible,*
7 *innovative, and sustainable public transportation services in northwest and central*
8 *Vermont that reduce congestion and pollution, encourage transit oriented*
9 *development, and enhance the quality of life for all.*

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12 **Present:**

- 13 Commissioner Polyte, Chair
14 Commissioner Davis
15 Commissioner Moore
16 Jon Moore, General Manager
17 Nate Bergeron, GMT Driver
18 Santi Dahal, GMT Driver
19 Farhan Ahmed, GMT Driver
20 Romeo Von Hermann, Customer Service Representative
21 Vicky Carleton, Customer Services Representative
22 Bruce Wilson, Executive Director Service Rendered
23 Connie Englert, Director of Transportation
24 Jamie Smith, Director of Planning and Marketing
25 Charis Hnin, Talitha Consults
26 Veronica Lindstrom
27 Felipe Perez

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30 **Welcome & Introductions**

31 Commissioner Polyte opened the meeting at 12:01PM.

32 **Adjustment of the Agenda**

33 None

34 **Public Comment**

35 None

36 **Approval of Minutes**

37 No comments on minutes

38 **Code of Conduct Task Force Update**

39 Director Englert gave an update from the Code of Conduct task force. At this time,
40 we are reverting back to the older Code of Conduct, which is enforceable and
41 allows the task force to spend more time on the new Code of Conduct. Romeo



42 Von Hermann has created a draft Code of Conduct for the JEDI Committee, which
43 will be presented at the December JEDI Committee meeting.

44 **Small Group work on JEDI Definitions**

45 The breakout groups met for 20 minutes.

46 **Review and Agree on JEDI Definitions**

47 The full JEDI Committee reviewed definitions presented by each breakout group.

48 Chair Polyte will incorporate all comments into the definitions for the next JEDI

49 Committee meeting.

50 **Wording for BIPOC**

51 Chair Polyte said that an employee asked GM Moore asking if there was an

52 opportunity to discuss the words we use in the JEDI Committee. In order to have a

53 proper discuss for the wording of BIPOC, Chair Polyte asked if this item could be

54 moved to December's meeting.

55 **JEDI Projects at GMT**

56 The Committee discussed, briefly, the JEDI projects discussed at a prior meeting.

57 There was a discussion about making Juneteenth a company holiday. Chair Polyte

58 committed to understanding what steps need to be taken by a public organization

59 to create a public holiday as an organization that serve the public.

60 Romeo Von Hermann made a point to say the work being done by the JEDI

61 Committee should have an organic transition into the organization and the

62 community. The work should be done in a gracious manner.

63 Bruce Wilson noted that Juneteenth is important, but noted that as a daily bus rider,

64 GMT shouldn't make it a holiday without service. Instead, it should be a celebratory

65 day where drivers are handing out gifts, such as Ben and Jerry's gift cards or day

66 passes to ECHO. Vickie Carleton said that we should celebrate Juneteenth for a

67 week.

68 **Committee Member Comments**

69 **Adjourn**

70 Commissioner Polyte adjourned the meeting at 1:35PM.