



1 **Justice, Equity, Diversity & Inclusion (JEDI) Committee**

2 **Meeting Minutes**

3 **January 6, 2022 | 12:00PM**

4 **101 Queen City Road, Burlington VT 05401**

5 **This meeting was held in-person and via Zoom.**

7 *The mission of GMT is to promote and operate safe, convenient, accessible,*
8 *innovative, and sustainable public transportation services in northwest and*
9 *central Vermont that reduce congestion and pollution, encourage transit*
10 *oriented development, and enhance the quality of life for all.*

12
13 **Present:**

14 Commissioner Meg Polyte, Burlington

15 Commissioner Austin Davis, Winooski

16 Commissioner Rob Moore, Lamoille County

17 Farhan Ahmed, Bus Operator

18 Charis Hnin, Talitha Consults

19 Jon Moore, General Manager

20 Romeo Von Hermann, Customer Service Representative

21 Jamie Smith, Director of Planning and Marketing

22 Connie Englert, Director of Transportation

23 Nate Bergeron, Bus Operator

24 Bruce Wilson, Services Rendered

25 Santi Dahal, Bus Operator

26 Chris Damiani, Senior Transit Planner

27 Commissioner Tom Derenthal, Burlington

28 Erika Osorio, Transit Data Analyst

29 Deb Sachs, Net Zero Vermont

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31 **Welcome & Group Activity**

32 Chair Polyte opened the meeting at 12:00PM. The committee went around and
33 discussed traditional foods or foods they have enjoyed over the holidays.

34 **Adjustment of the Agenda**

35 None

36 **Public Comment**

37 None

38 **Approval of Minutes**

39 Chair Polyte asked that the minutes be ammended to include that the committee



40 finalized the JEDI definitions at the December meeting and add the actual
41 definitions for reference. There were no additional comments or edits to the minutes.

42 **Third party safety and security contract discussion**

43 GM Moore gave an overview of the third party safety and security contract noting
44 that there have been a couple incidents in and around the transit center that
45 caught the attention of the media. More importantly, there are a number of
46 incidents happening daily that are affecting GMT staff and riders.

47 GM Moore noted that a survey is being developed for internal staff to measure the
48 impact of having a uniformed officer on-site at the transit center. GM Moore is open
49 to having a JEDI Committee member present to help develop that survey.

50 Commissioner Moore asked if there was an option to have a private security
51 company come in rather than a uniformed officer. GM Moore noted that the state
52 has contracted with private security, but still continue to have some issues with
53 behaviors on their property that the private security officer is not equipped to
54 handle.

55 Charis Hnin asked if the contract with law enforcement was a contract with
56 Burlington Police Department. GM Moore noted that there isn't currently a contract,
57 but we are exploring options with the County Sherrif's office.

58 Commissioner Polyte asked if having the officer in plain clothing would be an
59 option? Once the contract negotiations beging, asking that officer be trained in DEI
60 would be beneficial.

61 Bruce Wilson noted that events held by Services Rendered experience less
62 behavioral issues when there is a uniformed officer at the door.

63 Charis Hnin reminded staff that using the reflectinve questions would be beneficial in
64 decision making.

65 Commissioner Moore asked if the issues are happening exclusively in the DTC or are
66 there issues on the vehicles as well? GM Moore noted that issues are happening
67 everywhere, and there is an interest in having the contracted area include a mile
68 around the transit center, if that is an option.

69 **Code of Conduct JEDI and overall Code update**

70 Director Englert gave an update on the Code of Conduct, noting that there is an
71 internal workshop being conducted. The goal would be to create a broad strokes
72 list of behaviors and reasons that would inform the new Code of Conduct. Once a
73 draft is created, public engagement would begin in February or March.

74 Commissioner Derenthal asked what the public process was for and who the code
75 of conduct was meant for (staff, public, etc)? Director Englert noted this is a multi-



76 step process, starting with an updated and enforceable passenger code of
77 conduct. An employee code of conduct would come after. Commissioner
78 Derenthal asked how staff would role this out to the public so passengers are aware
79 of the expectation? Director Englert noted that the public process will roll out
80 through the Marketing and Planning Department. There was a conversation about
81 including passengers in the process to be more inclusive.

82 **Expanding JEDI Awareness at GMT**

83 Chair Polyte broke the committee up into three groups. Each group discussed 2-3
84 items that GMT and the JEDI Committee can do now to increase awareness of the
85 JEDI Committee (internally).

86
87 Once the full committee came back together, each group discussed a number of
88 items that could be implemented now. Upcoming initiatives include a visual
89 celebration of Martin Luther King Jr. Day at the Downtown Transit Center, online,
90 and on social media; a company newsletter that would include a celebration of the
91 staff diversity at GMT; and a social media video of staff reciting the "I Have a
92 Dream" speech in celebration of Martin Luther King Jr. Day.

93 **Committee Member Comments**

94 Farhan brought up retention bonuses and noted the perceived bias that exists within
95 the company between administrative staff and the union staff. Several committee
96 members thanked Farhan for the update and welcomed adding this item to
97 another JEDI Committee meeting for further discussion. GM Moore noted that
98 Leadership at GMT is in negotiations with the union on this topic.

99

100 **Adjourn**

101 The meeting adjourned at 1:39PM.