



Justice, Equity, Diversity, and Inclusion Committee Meeting Agenda

12:06 PM on January 12, 2021

101 Queen City Road, Burlington VT 05401

Meeting held virtually via Zoom Meetings

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

Present:

- Meg Polyte – Meeting Facilitator/GMT Commissioner. (Remote).
- Robert Moore – Alternate GMT Commissioner, Lamoille County. (Remote).
- Jon Moore – General Manager, GMT.
- Valerie Sevene – Bus Operator, Berlin.
- Farhan Ahmed – Bus Operator, Burlington.
- Santi Dahal – Bus Operator, Burlington.
- Devin Mason – Transit Planner, GMT. (Remote).
- Nate Bergeron – Bus Operator, Burlington.

Members of the Public:

None.

Open Meeting:

Commissioner Polyte opened the meeting at 12:06 PM.

Mr. Moore announced that Jennifer Wood (Public Relations Manager) had departed from GMT since the December JEDI meeting.

Adjustment of the Agenda: None.

Public Comment:

None. No members of the public present.

Welcome and Introductions:

Commissioner Polyte asked all Committee members to introduce themselves, indicating their names and titles.

Review minutes: No changes.

- **Chosen Committee Name:** Justice, Equity, Diversity, and Inclusion (JEDI).



Consultant Recruitment – Overview:

To assist with the implementation of programs addressing justice, equity, inclusion, and diversity, GMT seeks to temporarily recruit a consultant.

- Jon Moore explained the criteria by which consultants will be rated.
- Rob Moore expressed a desire to see language added to the RFP allowing for an extension of the original contract. Commissioner Polyte indicated that the contract length is based on current budget allocations. Language may be added, pertaining to potential for extension of the original contract, but this language must clarify that this is based on available funding.
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Committee Composition:

- Devin Mason will serve as the Committee's administrative representative.
- Commissioner Polyte asked the committee whether they believed that the committee should contain members of the general public.
 - Rob Moore voiced concern that this may lead to meetings with non-constructive criticism.
 - Rob Moore suggested that the committee contain two or three community leaders (e.g. well-respected members of a given community), but that the committee might wish to periodically hold public meetings for feedback from the general public.
 - Commissioner Polyte indicated that she would like to see students on the committee, as they constitute a considerable share of our ridership and often use our services regularly. Commissioner Polyte also indicated that they may hold a predisposition to be exposed to racial justice work.
- General Manager Jon Moore reviewed the requirement from the HRC that we have a group address racial biases on a quarterly basis, and this group must contain members of the public.
- The Committee decided we should invite public members to be on an Advisory JEDI committee. They would be welcome to participate in all meetings as non-voting members and will be required to participate when we review incidents which may involve racial bias.

Online Implicit Bias Training:

- Committee began watching the Implicit Bias Module Series from the Ohio State University's Kirwan Institute for the Study of Race and Ethnicity: <http://kirwaninstitute.osu.edu/implicit-bias-training/> .
- This series focused on defining implicit bias and recognizing it within oneself.
- Asked their thoughts on the training and whether the concept of implicit bias was common knowledge, all participants indicated that the modules were informative. Some participants indicated that they did not believe that the concept of implicit bias to be widely-known, especially the fact that implicit bias is not inherently negative.

For Next Meeting:

- Commissioner Polyte asked Committee members to think of two or three demographics they would like to see represented on the Advisory Committee.

Adjourn:

Commissioner Polyte adjourned the meeting at 1:16 PM.