



Justice, Equity, Diversity, and Inclusion Committee Meeting Minutes

**February 04, 2021 12:00 PM Eastern Time
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:

- Megan Polyte – Meeting Facilitator/GMT Commissioner/Board Secretary, Burlington. (Remote).
- Austin Davis – Commissioner/Vice Board Chair, Winooski. (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 12:00 PM Eastern Time.

Adjustment of the Agenda

- No adjustments.

Public Comment

- None. No members of the public attended.

Approval of Committee Minutes

- January meeting's minutes approved without modifications.



Update on hiring of consultant and discussion of grading criteria and process for reviewing applicants

- RFP notice released on January 21, 2021. Several responses.
- **Mr. Moore** outlined the likely composition of the RFP scoring committee.
- **Commissioner Moore** requested a copy of the RFP.
- **Commissioner Polyte** would like to see the scoring committee finalized by February 12 and would like to see members from several parts of the agency, such as union and admin, but excluding the General Manager.

Review Standing Committee Language and Charge

- **Note:** All proposals below, in this section, require approval by the Board of Commissioners.
- **Commissioner Davis:** Should the union select union members for the committee, as opposed being selected by the General Manager? **Commissioner Polyte** deferred to union steward **Nate Bergeron**, who agreed that the union should have input on which union members sit on the Committee.
- **Valerie Sevene** indicated desire for Berlin staff to choose their own individuals to appoint to the committee, potentially a supervisor or dispatcher.
- **Mr. Moore** saw benefit in placing appointing authority solely with the Committee Chair.
- **Commissioner Polyte** suggested having union and admin recommend members to the Committee Chair, who would then appoint or reject. **Commissioner Davis** concurred.

Advisory Committee/ Public Participation Discussion of make-up, process for creation and first meeting date

- **Commissioner Polyte** indicated that the committee will soon need to consider whether to appoint four or five non-voting, advisory committee members, as well as term lengths and term limits.
- Three-term limit was proposed.
- **Commissioner Moore** indicated that the limit should be on *consecutive* terms, not total terms.
- **Commissioner Moore:** Might there be sensitivities in reviewing incidents of potential bias? **Mr. Moore:** Not likely, for two reasons. First, most GMT information is public-record. Secondly, the review process is intended to guide GMT practices in such a way as to prevent recurrence; the review process is not intended for incorporation as part of a disciplinary process, and it would take place after any disciplinary portion of the incident has been resolved.
- **Nate Bergeron:** Should not the focus of public forums extend beyond racial justice? **Commissioner Polyte:** The focus on racial justice was specifically required by the Human Rights Commission settlement. Forums held in other months would likely focus on other areas of social justice.
- Entire committee is intended to review and select Advisory Committee applicants.
- **Devin Mason:** Should term lengths vary? **Commissioner Polyte:** May become confusing, but may be staggered. Additionally, it may worth making four or five the minimum number of advisory committee members, rather than a static number.
- **Mr. Moore** suggested the provision of compensation for Advisory Committee members, such as a bus pass. **Commissioner Polyte** warned that this may attract individuals disinterested in the Committee's mission but instead interested in obtaining a free bus pass.



Upcoming Training Opportunities

- Potential opportunities discussed included de-escalation training and sensitivity training, potentially for all employees.
- **Commissioner Polyte** inquired about why the Committee charge limits training opportunities to drivers? **Mr. Moore:** This language came from the settlement reached with the Human Rights Commission. GMT may broaden training opportunities to include other staff as well.
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Adjourn

- **Commissioner Polyte** will send Committee charge to Devin, who will distribute to other Committee members.
- **Next Meeting:** March 4 at 12:00 PM Eastern Time. **Commissioner Polyte** would like, schedule the next meeting for two hours, rather than roughly one, to provide time to review completed proposals.
- **Commissioner Polyte** adjourned the meeting at 1:16 PM Eastern Time.