GMT Policy

GMT Standing Committee on Justice, Equity, Diversity and Inclusion (JEDI)

Committee Membership: The JEDI Committee shall consist of the following members:

- Chair - Appointed by GMT Board Chair - must be a GMT Board Member
- GMT General Manager
- Two (2) additional GMT Board members or alternates - Recommended by the GMT Board Chair and Appointed by the JEDI Chair
- One (1) GMT Administrative Staff Representative who shall serve as Secretary - Appointed by the General Manager
- Two (2) GMT Employees - Recommended by the General Manager and Appointed by the JEDI Chair
- Three (3) GMT Employees - Recommended by the Union and Appointed by the JEDI Chair
- Four (4) or more non-voting Advisory Committee Members - Appointed by the JEDI Chair - Members of the public who must be GMT users.

When appointing Committee and Advisory Committee members the GMT Board Chair, General Manager, Union and JEDI Committee Chair shall strive to ensure diverse gender, ethnic, and racial composition as well as representation from both urban and rural districts.

Members, with the exception of the General Manager, are appointed for two (2) year terms, pending continued employment where applicable.

Members cannot be appointed to serve more than three (3) consecutive terms.

Committee Charge: The Justice, Equity, Diversity and Inclusion (JEDI) Committee is charged with guiding GMT’s ongoing work to create an equitable and safe work environment for all our employees and provide a public transportation service that is safe and accessible for all people. To achieve this ongoing objective the JEDI Committee shall:

- Meet monthly to address JEDI issues at GMT and ensure ongoing growth and integration of JEDI focus within all aspects of the organization.
• Propose policies and best practices to advance equity and diversity.
• Identify and work with experts to advance the JEDI mission.
• Ensure all GMT staff, Board and Alternate Board members participate in annual anti-bias training.
• Ensure all GMT Drivers and public facing staff participate in annual de-escalation training.
• Hold at least one (1) committee meeting per year specifically focused on equity in public transportation.
• Oversee data collection and analysis on diversity and equity at GMT and review it annually to ensure continual progress is being made.
• Upon closure of any GMT JEDI related complaints or incidents, review the process and work with the GM and GMT Board to implement any directives and improve future outcomes. (This cannot include anything that would violate or supercede our labor contracts.)
• Identify, review and select applicants for the Advisory Committee.
• Identify community partners and create opportunities for collaboration on JEDI related activities.
• Hold one (1) public forum per year to gather public input on diversity, equity and inclusion of GMT riders.

Justice, Equity, Diversity and Inclusion (JEDI) Advisory Committee

The JEDI Advisory Committee shall be made up of at least four (4) members of the public and shall serve to broaden and support the work of the JEDI Committee.

Advisory Committee members shall utilize Green Mountain Transit and have a commitment to the JEDI Committee Mission.

Advisory Committee members shall be recommended by the JEDI Committee and appointed by the JEDI Committee chair for a two (two) year term. Every effort shall be made to build a diverse committee that represents the many regions and populations GMT serves.

Advisory Committee members are expected to participate (virtually or in person if safe) in one hour monthly JEDI Committee meetings. These meetings will take place during work hours.

Advisory Committee members are expected to participate in one public hearing focusing on racial equity and bias each year.
To apply please email a letter of interest that includes:

- Your connection to and experience with Green Mountain Transit
- Your interest in serving on the JEDI Advisory Committee
- What skills and experience you will bring to the JEDI work