Justice, Equity, Diversity, and Inclusions Committee
Meeting Minutes
March 04, 2021 12:00 PM
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.

Attendees - GMT
Austin Davis, Commissioner
Rob Moore, Commissioner
Meg Polyte, Commissioner
Jon Moore, General Manager
Nate Bergeron, Burlington Operator
Santi Dahal, Burlington Operator
Matt Kimball, Capital Projects Manager
Devin Mason, Transit Planner
Val Sevene, Berlin Operator

Absent
Farhan Ahmed, Burlington Operator

Public
None.

Open Meeting
Commissioner Polyte opened the meeting at 12:00 PM.

Adjustment of the Agenda
None.

Public Comment
None.

Approval of Committee Minutes
Approved.
Update on Hiring of Consultant

- Commissioner Polyte provided an update on the consultant hiring process.
- Commissioner Polyte recommended that Jon Moore or Jamie Smith attend these interviews as a member of the Executive staff.
- Commissioner Polyte expressed desire to have a consultant signed-on by mid-April, with candidate interviews occurring within the next two weeks.
- Jon Moore inquired about the outcome of the reference checks and was informed that they generally went well, but that the committee will be seeking additional feedback from the City of Burlington, whose reference contact indicated general satisfaction but did not have time answer the specific questions. Commissioner Polyte suggested that Devin Mason reach out to Councilperson Zoraya Hightower, the other reference contact with the City.
- Commissioner Polyte requested that Devin Mason create a poll to determine which interview times work for all attending committee members.
- Val Sevone was selected by union officials to replace Farhan Ahmed in Farhan’s absence.
- Commissioner Polyte would like to meet with leadership on April 1 or April 8 to present a frontrunner, ahead of the monthly board meeting, where the board would officially hire or reject a candidate.

VBSR Implicit Bias Training

- Commissioner Polyte sought members’ feedback on implicit bias trainings held by Vermont Businesses for Social Responsibility (VBSR).
- Commissioner Polyte indicated having realized that participating in the workshops likely would be more beneficial to GMT employees than simply watching recordings after the fact. Commissioner Polyte also remarked that some consultant candidates would design their materials with the expectation that each workshop participant would have their own space and their own device.
- Commissioner Moore indicated that VTrans had previously provided a somewhat similar training to employees at Rural Community Transportation, Inc. (RCT), on whose board Commissioner Moore also sits, and indicated that the facilitators of the training might be a good resource of information, even if they are no longer available to facilitate trainings.
Advisory Committee Update
- Commissioner Polyte will soon work with Jamie Smith to create advertisement materials for recruiting JEDI Advisory Committee members.

Adjourn
Commissioner Polyte adjourned the meeting at 12:37 PM.