



1 **Justice, Equity, Diversity, and Inclusions Committee**

2 **Meeting Minutes**

3 **March 04, 2021 12:00 PM**

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

5 **Meeting held virtually via Zoom Meetings**

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

12 **Attendees - GMT**

13 Austin Davis, Commissioner
14 Rob Moore, Commissioner
15 Meg Polyte, Commissioner
16 Jon Moore, General Manager
17 Nate Bergeron, Burlington Operator
18 Santi Dahal, Burlington Operator
19 Matt Kimball, Capital Projects Manager
20 Devin Mason, Transit Planner
21 Val Sevene, Berlin Operator

22 **Absent**

23 Farhan Ahmed, Burlington Operator

24 **Public**

25 None.

27 **Open Meeting**

28 Commissioner Polyte opened the meeting at 12:00 PM.

30 **Adjustment of the Agenda**

31 None.

33 **Public Comment**

34 None.

36 **Approval of Committee Minutes**

37 Approved.



41 **Update on Hiring of Consultant**

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

64
65 **VBSR Implicit Bias Training**

- 66 • Commissioner Polyte sought members' feedback on implicit bias
67 trainings held by Vermont Businesses for Social Responsibility (VBSR).
- 68 • Commissioner Polyte indicated having realized that participating in the
69 workshops likely would be more beneficial to GMT employees than
70 simply watching recordings after the fact. Commissioner Polyte also
71 remarked that some consultant candidates would design their
72 materials with the expectation that each workshop participant would
73 have their own space and their own device.
- 74 • Commissioner Moore indicated that VTrans had previously provided a
75 somewhat similar training to employees at Rural Community
76 Transportation, Inc. (RCT), on whose board Commissioner Moore also
77 sits, and indicated that the facilitators of the training might be a good
78 resource of information, even if they are no longer available to
79 facilitate trainings.
- 80



81 **Advisory Committee Update**

- 82 • Commissioner Polyte will soon work with Jamie Smith to create
83 advertisement materials for recruiting JEDI Advisory Committee
84 members.

85

86 **Adjourn**

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

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