



**Justice, Equity, Diversity, and Inclusion
Committee Meeting Minutes
July 01, 2021 at 12:00 PM**

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

**Meeting available in-person and 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.

Attendance

Meg Polyte, Committee Chair/Burlington Commissioner
Austin Davis, Committee Member/Winooski Commissioner
Rob Moore, Committee Member/Lamoille Commissioner
Jon Moore, Committee Member/General Manager
Trish Redalieu, Committee Member/Director of Human Resources
Devin Mason, Committee Secretary/Transit Planner
Farhan Ahmed, Committee Member/Burlington Bus Operator
Nate Bergeron, Committee Member/Burlington Bus Operator
Santi Dahal, Committee Member/Burlington Bus Operator
Charis Hnin, Principal & Chief Strategist (Talitha Consults)

Open Meeting

Commissioner Polyte opened the meeting at 12:01 PM.

Adjustment of Agenda

No CCRPC representatives present. Time will be used for additional Talitha Consults updates.

Val Sevene will likely remain on the Committee, as she is currently our only rural representation and one of the only women on the Committee.

Public Comment

No members of the public present.

Approval of Committee Minutes

Approved without modifications.



VTrans Training Update

Jon Moore provided an update regarding a GMT training to be offered by the Vermont Agency of Transportation (VTrans)'s Office of Civil Rights. The training would act as somewhat of a precursor to Talitha's trainings in August. This training would include staff members, board members, and (at the recommendation of Lori Valburn, the VTrans Civil Rights Chief) volunteer drivers.

Charis Hnin requested to be included in one of the VTrans trainings, so as to be on the same page as others, and to observe remaining COVID-19 protocols.

Advisory Committee Update

Jon Moore: Devin, have we reached out to USCRI-VT or to AALV? **Devin Mason:** I have not, but I can place this on my task list?

Commissioner Polyte: Do we have advertisements on the buses or at the transit centers?

Jon Moore: Yes, at one point. Unsure if this continues.

Commissioner Polyte: Will we be able to provide a stipend? **Jon Moore:** The FTA regards this as permissible, but we still need to assess potential financial impacts to the agency.

Devin Mason: If we offer a stipend, would we still be able to be selective with regards to the groups of individuals represented by the Advisory Committee members, such as ensuring that we have a sufficient number of women and minorities? Would providing compensation trigger the various employment protections against discrimination, prohibiting this level of selectivity? **Trish Redalieu:** No, there should be no issues.

Commissioner Polyte proposed an alternative method for reviewing and approving Advisory Committee member applications, whereby Commissioner Polyte and Devin Mason would review applications to filter out those who clearly do not meet the requirements for serving on the Advisory Committee. Next, qualified applicants would be presented to the Committee for approval or rejection. **Commissioner Polyte** requested feedback from the Committee.

Trish Redalieu: I am comfortable with that proposal.

Commissioner Polyte presented a current Advisory Committee application, from Bruce Wilson of Winooski, to the Committee. **Unanimously approved.** Devin will work with Commissioner Polyte and Jon Moore to draft a welcome letter.

CCRPC Update

Skipped. No CCRPC representatives present.



Talitha Update and Feedback

Charis Hnin provided an update and obtained feedback regarding the upcoming employee survey.

Commissioner Polyte suggested clarifying the wording of some questions.

Farhan Ahmed suggested providing translated versions of the survey for employees whose first language is not English. Suggested that translation of the surveys should not occur using Google Translate, as it is often incorrect.

Santi Dahal suggested providing a survey in Nepali.

Charis Hnin clarified that the survey itself would not be translated; however, there would be a translated passage at the beginning of the survey providing a phone number for any participants who require translation services.

One survey question asked, in part, whether employees feel a sense of agency at GMT, whether they feel that their ideas are listened to, considered, and potentially implemented.

Commissioner Polyte expressed concerns that this question might be confusing for individuals whose first language is not English.

Regarding a question about opportunities for improved JEDI work at GMT, **Farhan Ahmed** expressed concern that many drivers likely do not know what the JEDI Committee is, nor what they do. **Commissioner Polyte** also wondered whether the question was too broad or open-ended.

Added Agenda Item: JEDI Newsletter Update

Jon Moore indicated that the JEDI newsletter will be sent out on July 1 or July 2. This newsletter will provide an introduction to the JEDI Committee and the work that it does.

Adjourn

Commissioner Polyte adjourned the meeting at 1:00 PM. Next meeting will be on August 5.