

DEIB Committee meeting minutes

Tuesday Feb 27th, 2024

Welcome and called to order: 6:05pm

Attendance: Miles, Karen, Enrique (facilitator), Mike, Rachel (via Zoom)

Agenda additions/deletions: No new additions. Discussion with Becky Alford about Town Plan tabled and will be addressed at future meeting based on availability

Approved minutes for 2/13/24

Upcoming events/learning opportunities & correspondences: None at this time

Updates on meetings with consultant Tabitha Moore:

Rachel updated committee on "Systems of Support" Mapping meetings with Fire Chief Nick Baker, Joy Dubin Grossman, and Rachel Sellers.

- Document is about 75% complete
- Another zoom meeting planned for beginning of March
- Provided examples from prior meetings and shared document
- Next phase after mapping document is completed in subcommittee it will be presented to Dept. heads and entire DEIB committee for review and add any necessary changes
- Once agreement is reached additional meetings/discussion can continue to the action phase

Discussion of Winooski policy worksheet:

- Similar to state tool; based on equity assessment; funding for school equity
- Questions seems lengthy for use among Hinesburg Departments but not compared to state tool which is 39 questions
- Reviewed policy worksheet: has state recognition; Discussed Abenaki statement in policy goal; Odanak regions discussed
- Should we adopt some similar policy guideline? Look at Winnooski and state policy assessments to create a worksheet for Hinesburg (consider geographical, socioeconomic factors) and could this tool be used with Dept. heads or DEIB committee or both?
- Discuss worksheet with Tabitha and decided further action on use as a policy tool, might be other tools or recommendations

Identity cards/policy support:

- Will this be stigmatizing? Is it effective in crisis situations? Will people respect/understand the differences like service animals vs emotional support animals for example.
- This card would divulge information about the individual, specifically, neurodivergent individuals, and how they may react to emergency or high stress situations with police or fire/EMS; i.e. concerns over news report regarding neurodivergent teen in Burlington
- Committee members agreed this is a training issue not a policy issue as policies/protocol would cover de-escalation scenarios during mandated training/education regarding people experiencing mental health crises or other emergencies
- Committee action plan is to check on policies currently in place with other depts. Joy to follow up with dept. heads specifically fire/police regarding training and policies in place to prevent or minimize future altercations between town employees and community members

BCC appointment & procedure policy:

- Will discuss more in depth. Recommend assessing policy individually and in follow up committee meeting
- Due to scheduling conflict (between DEIB & Eco/Development) this item is tabled for next meeting

Meeting unanimously voted to adjourn ending at 6:59pm