

**CCRPC Equity Leadership Team**  
**July 7, 2021**

Watch this video about [Redlining](#)

**Discussion** – legacy of wealth for whites, which largely is from home ownership

- Can CCRPC work with regular banks to change their lending/down payment policies?
- Charlie is involved with Opportunities Credit Union to help ensure underwriting is more fair
- He sees CCRPC role as working with municipalities to update their zoning rather than with banks
- Example of one neighborhood who didn't want new connection to other neighborhood because "they don't want those people to walk through our neighborhood."
- Layers of legal system/appeal process is onerous and developers usually choose to scale back projects rather than fight locals.
- Discussion of modern day covenants and "keeping people out"

**Equity Audit**

- Reminder about role of this group
- Update on focus groups – staff, Board, partners
- Feedback about survey:
  - Reminder that audience is CCRPC board, staff, and some partners
  - Generally took about 7-10 min to complete
  - Discussion of suggested changes, how to articulate why this work is important to communities.
  - The audit will be used to raise awareness over time and can be revisited
  - Should we ask demographic questions? Could use other questions as proxy for income level, but also could ask directly. We're not looking for representative sample so some demographic questions may not be needed.
- Make plan for fielding the survey (CCRPC staff role and Equity Leadership Team role)
  - Need email list for who to send survey to
    - All SB/council members, plus Department heads, HR directors...?
  - Next Board meeting is July 21 so survey can go out before then
  - Message should come from CCRPC with follow up from individual Board members
    - We will send individual messages rather than one list with BCC so Board members will know who to follow up with
    - Charlie will ask all board members at their next meeting to reach out to respective muni staff, etc.
  - Set response rate goal when we have list ready (18 towns)
- Think about location for Nov event – O'Brien Comm Center, AALV space, maybe Expo Center

**Next meeting August 10, 1-3 pm**

Check shared doc for meeting notes, etc. <https://www.ccrpcvt.org/racial-equity/>