

CCRPC Equity Leadership Team

Tuesday, August 10 | 1:00 pm - 3:00 pm

<https://docs.google.com/document/d/18RciMkuOd4jAx3HfG4NohdWEDTFkPttXugRzu-p-e-U/edit>

Meeting Goals

- Build the team's capacity for equity work
- Update on equity audit focus groups & survey
- Gather feedback about proposed staff and board learning sessions
- Gather feedback about November 6 summit

Agenda

1. Welcome & Meeting Overview **1:00 pm**

2. Equity Audit Update **1:05 pm**

1. Update on focus groups & survey
2. Update on staff led municipal interviews
3. Share a few preliminary themes
 1. Recommend learning session for staff and board

Jacki said her sense is that some people in her town didn't really feel like the survey is really anonymous

3. Reflect on Equity Leadership Team Learning **1:35 pm**

- a. Session review
 - i. Cycle of Socialization & Liberation
 - ii. Danger of A Single Story - Bias
 - iii. History of Inequities
 - iv. Impacts of Redlining
 - b. Discussion questions
 - .What stands out?
 - i. What has been useful?
 - ii. What, if anything has shifted in the way you do your work or interact with others as the result of this learning?
 - c. We recommend holding a workshop with staff and board in the fall
 - .Which of these learning sessions/topics could be most useful?
 - i. Is there anything important missing?
 - ii. Half day versus full day? In person, virtual or hybrid?
 - iii. Set date?

4. Moving the Work Forward **2:10 pm**

- a. Nov 6 Summit
- b. Staff and Board Learning Opportunities

5. **Next Steps & Closing Reflection** **2:50 pm**
a. Takeaways from meeting

Adjourn **3:00 pm**

To do:

1. Emma/Bryan schedule municipal interviews now for September – decide how to cooperate scheduling
2. Use a Friday call with Sue/Nadia to review interview protocol for municipal interviews
3. Charlie to make another push to take survey – 41 responses total

Goal to hear from 100% of towns; 50% response rate of being sent to 300 people

Nadia says one theme they've heard is that marginalized and/or underrepresented people aren't participating in project meetings, so we need to work to address that – if those people's voices aren't being heard, then our systemic planning will continue.

? CB suggests taking 30 min at series of fall Board meetings to discuss equity internally (rather than day event summit focused on external partners)

Use Sept 1 Exec Cttee meeting to preview Nov summit, and two board meeting trainings.

Could ask staff to join the Board meetings to the training happens at the same time

Summit:

- Emma – don't want to lose momentum but what does large indoor event look like in the fall?
- BD – goals? Internal/external networking? Relationship building across groups? Make it fun not just "planner's conference?"
- Nadia – Nov summit planning from CD:
 - See slides below

CB – incorporate Title VI and other federal requirements, which could help address those who think "why is this important."

CB – what about angle of Vermont economy and highest rate of pop growth in recent years/past 20 years.

And share these kinds of angles before the event so people are aware of the broader context

CD and Emma/Bryan to further timing, then better frame the topics (?) for next meeting

Sept 15 is next mtg for Equity Leadership Team

