

The Four Agreements of Courageous Conversations.



SUGGESTED GROUP AGREEMENTS/CODE OF CONDUCT

- Continue to build trust
- Continuing the work
- Owning intentions and impact
- Emotions are always welcome
- Assuming best intent (and communicate about impact)
- Create clear mission, goals and objectives to guide the work
- Respectful dialogue that doesn't cause harm
- Respect and acceptance of each others differences (different abilities, cultures, etc.). Begin without making assumptions about others.
- Listen with a purpose of understanding, not necessarily agreeing.
- Personal stories and experiences remain confidential (group to decide which things will be shared beyond group)
- Adults who make good decisions together
- Non-judgemental listening and to try to understand where people are coming from

EAC ROLES DISCUSSION

- Potential Roles
 - Engage with Chittenden County residents
 - Support the work of the CCRPC Equity & Engagement Manager
 - Provide accountability
 - Identify opportunities for direct action

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GROUP 1 NOTES

ENGAGE WITH CHITTENDEN COUNTY RESIDENTS

1. Priorities - how to stop racism
2. Education about how to fight for your rights
3. Need to understand the needs of the community - they need to be consulted with, need to be part of the decision-making process (example: low income people from community aren't able to feed family; these people are most affected by plans and need to take this into consideration - how will transportation plans impact these people)
4. I would love to propose a place to bring back the fun of charity bingo as a fundraiser for Brooklynstrong on small business (Saturday from 3pm-9pm)
5. Figure out how to integrate community voices into decision-making
6. QUESTION: how to integrate some of these specific ideas for engagement with some of the longer range planning work CCRPC is charged with doing?
 - a. Classes about VT culture/rights/

Supporting equity and engagement manager

1. Help this person define her specific role and understand how to help engage with the community
2. How can EAC support equity and engagement manager?
 - a. Help with communication
 - b. This group could help build trust and relationships between CCRPC and the community
 - c. Maybe some avenues outside of these meetings for communication

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- d. This group could hold equity manager accountable for meeting the role once it is more defined

GROUP 2 NOTES

- Wants to see Equity Advisory Committee at the top of the ORg with oversight and impact in all areas of the organization. This will allow real work to get done.
- **More in terms of what makes sense for this group given limited info about the org.**
 - **Starting with review stuff to provide input**
 - **Giving feedback to the E&E Manager over the first few months**
 - **Then move into accountability based on what we've seen and once there is more under of the organization**
- Listen. Good to listen to advice.
- How will the community know about the EAC?
 - This will be important once we are able to articulate who we are and what we are doing.
 - This is important to the members.
 - Recognition.
- Survey to the 19 municipal leaders (board members). Work with folks within Chittenden County to understand. Charlie can share messaging when he visits towns.
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ENGAGE WITH CHITTENDEN COUNTY RESIDENTS

1. Uplift the stories of diverse community members and ensure that the voices of those most impacted by barriers/access issues are driving decision-making.
رفع مستوى قصص أعضاء المجتمع المتنوعين والتأكد من أن أصوات الأشخاص الأكثر تأثراً بالحواجز / مشكلات الوصول هي التي تقود عملية صنع القرار.
2. Ensure that community input is incorporated at the beginning of planning processes and revisited before plans are finalized.
٢. تأكد من دمج المجتمع في بداية عمليات التخطيط ومراجعتها قبل الانتهاء منها.
 - **Plans**
 - **Active Transportation Plan – November 2022**
 - **ECOS Comprehensive Economic Development Strategy – January 2023**
 - **ECOS Metropolitan Transportation Plan – April 2023**
 - **ECOS Regional Plan (used in review of Town Plans and Act 250 applications)– September/October 2023**
 - **Public Participation Plan (includes engagement efforts and stipend policy)- TBD**
 - **Studies**
 - **Winooski Walk/Bike Plan – kicking off in November 2022**
 - **Williston Route 2 Corridor Study – starting soon?**
 - **Others...**
3. Create a place for open conversations where new ideas and possibilities can emerge.
 - **EAC meetings**
 - **Periodic summits and/or convenings of partners & municipalities working on equity**

SUPPORT Equity & Engagement Manager

1. Ensure that equity work is embedded throughout the organization.
 - **Organizational equity statement - soon?**
 - **Code of conduct – soon?**
 - **Procurement policies and procedures - TBD**
 - **Hiring policies and procedures - TBD**
 - **Job descriptions, individual staff work plans – (annual reviews are conducted in January/February) - TBD**
 - **Bylaws (Mission/Vision, EAC as a formal standing committee) – 2024?**
2. Ensure that the manager has a meaningful role in establishing priorities for the Equity Advisory Committee and helping to lead the EAC's work.
 - **Yes**

PROVIDE ACCOUNTABILITY

1. Identify indicators and metrics to guide CCRPC's equity work.
 - **ECOS Plan Indicators – September/October 2023**
 - **Public Participation Plan metrics - TBD**
2. Understand and track how resources flow through the organization and out into the community.
 - **Unified Planning Work Program – Review in February**
 - **Budget – March**

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OPPORTUNITIES FOR DIRECT ACTION

1. Proactively identify new possibilities to create a flow of resources that go directly to communities to help solve immediate challenges
 - Unified Planning Work Program – Applications due January. Review in February
 - Executive Director communications with peer organizations as requested