

**Racial Equity Advisory Panel (REAP)**  
**Fletcher Free Library, Burlington**  
**Minutes**  
**May 29, 2019**

PRESENT: Andrea Brett, Chair, Stephanie Seguino, Karen Richards (minutes), Clarence Davis. Absent: Nancy Waples.

BUSINESS MEETING:

The meeting was called to order by Chair Brett at 5:06 p.m.

Minutes: Seguino moved to accept the Minutes of the March 19, 2019 meeting. The motion was seconded by Davis. Vote 4:0.

Agenda Amendment: The agenda was amended to add a discussion of the Panel's website.

Panel's Collaborative Role with the New Executive Director: The chair updated the panel on the Governor's appointment. The Administration and the Governor have been interviewing the candidates and checking references. The appointment announcement is expected in the near future.

The panel discussed ways in which it could be of assistance to the new director when they are appointed. It was agreed that members would identify documents related to state government disparities that might be of assistance in orienting the director. Suggestions included the Department of Human Resources (DHR) Workforce Report, the Act 54 Report on Racial Disparities in State Government, Human Rights Commission Annual Reports, the report of the Racial Inequities in the Juvenile and Criminal Justice System Panel, data reports on police stops, and any other documents the members felt might be useful. The documents or links to them will be sent to the chair for forwarding to DHR, which will share them with the new director. The panel had a further discussion about state employees, legislators and judiciary members, who are not part of the Governor's cabinet, but who can provide important and useful information/relationships for the director as they move forward. Once the director is appointed and a meeting is scheduled with the panel, we can ascertain what additional resources or support would be helpful.

Panel members stressed that it is important that the new executive director have the resources, both financial and support-wise, to be successful in the role and that the state is fully committed to that success.

Budget: Questions were raised about what happened with the budget appropriated for FY2020 but not expended due to the director not yet being

hired, as well as how much was appropriated for FY2021. The chair will check with the Commissioner of DHR to find out about the carry forward from 2020. The 2021 budget bill is complete and the amount appropriated is now publicly available.

Website: The Agency of Digital Services (ADS) had recommended that the panel wait for the director's appointment rather than establish its own website. The panel discussed this at length and decided that we should move forward with the website now as we are unable to post agendas, minutes and meeting announcements, which are of interest to the public. The chair will ask that the website be activated as soon as possible.

Meeting Schedule: There was further discussion about an interim meeting. It was hoped that the new director would be appointed by this meeting but since the appointment has been delayed, the panel tentatively agreed, subject to the appointment/availability of the new director, on a July 24, 2019 meeting at 10:00 a.m. most likely in Burlington.

Davis made a motion to adjourn which was seconded by Seguino. Vote 4-0.

Whereby the meeting adjourned at 6:49 p.m.

Respectfully submitted,

*Karen L. Richards*

Karen L. Richards, Panel Member