

**Racial Equity Advisory Panel (REAP)**  
**Via Microsoft Teams**  
**Minutes**  
**June 22, 2022**

PRESENT: Panel members: Andrea Brett, Chair, Karen Richards (minutes), Clarence Davis, Nancy Waples. Guests: Catherine Russell, Panel Assistant, Xusana Davis, Executive Director of Racial Equity (EDRE).

**BUSINESS MEETING:**

The meeting was called to order by Chair Brett at 6:10 p.m.

- A. Panel Introductions: No members of the public were present so no introductions were necessary.
- B. Agenda approval: Agenda was approved as presented.
- C. Approval of the Minutes: Nancy Waples made a motion to approve the minutes of the 5/18/22 meeting. The motion was seconded by Clarence Davis. Vote: 4:0
- D. Ongoing Business

1.a. Progress on Hiring- EDRE Davis reported that she is working with Human Resources on the posting for the data positions that were approved by the Legislature. Modeling best practices for bias reduction in hiring, the job description will be rigorous but not rigid, the position will be widely publicized and resume reviews will be anonymized.

1.b. IDEAL-VT

- Project will be publicized by the Congressional delegation

1.c. Chair Brett made a motion to move into executive session pursuant to 1 V.S.A. § 313(a)(3) to discuss the appointment, employment, or evaluation of a public officer or employee. The motion was seconded by Waples. Vote: 4:0. The Chair brought the Panel out of executive session at 7:25.

- E. Future Meetings: The Panel decided not to meet in July and August. Regular meetings will resume in September keeping with the third Wednesday of the month from 6:00-8:00 PM.
- F. Public Comment: No members of the public were present.

**II. Adjournment**

Waples moved to adjourn. The meeting adjourned at 7:35.

**Next Meetings:** September 21, 2022.

Respectfully submitted,

*Karen L. Richards*, Panel Member