

**Racial Equity Advisory Panel (REAP)
Tarrant Student Recreation Center
St. Michael's College, Colchester, VT
Minutes
September 25, 2019**

PRESENT: Andrea Brett, Chair, Stephanie Seguino, Karen Richards (minutes), Nancy Waples; Absent: Clarence Davis, panel members. Guest: Xusana Davis, Executive Director of Racial Equity.

BUSINESS MEETING:

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

Agenda Amendments: The agenda was amended to add:
-Minutes of the August 22, 2019 meeting.

Minutes: Waples made a motion to accept the minutes of the August 22, 2019 meeting. The motion was seconded by Richards. Vote: 3-0 (Seguino not yet present).

Panel Discussion with Xusana Davis:

- A) *Materials-* Waples indicated that she would send Ms. Davis a list of the diversity/resource officers at all of the high schools around Vermont, as well as interpreter data from the Judiciary. Seguino will send the panel and Ms. Davis a copy of a memo she recently provided to the Racial Disparities in the Criminal and Juvenile Justice Systems Panel, that explains the data that is needed to more adequately analyze police agencies' compliance with fair and impartial policing requirements, as well as the need for funding from the state so that agencies can adequately meet their reporting mandates. Seguino indicated that in other states, the state takes the lead in analyzing the data and providing it on-line by town/county so that community members can identify issues related to their departments. The panel agreed that this should be the goal in Vermont. The panel also provided information on data sources related to educational disparities in Vermont, both statewide and in Burlington. Discussion occurred around the scope of the executive director's mandate with regard to education, which should be focused at the state level, not individual districts, given the breadth of the task already on the E.D.'s plate. Seguino also mentioned that it is impossible to measure everything but that there are proxies for data—broad measures that tell a story across various sectors (education, health, employment, etc.).
- B) *Workplan-* Ms. Davis is working on a plan that will identify the sectors relevant to her work, the necessary resources and sources of input, the

key elements of the statutory mandate, the various activities that will form the basis of the work and a proposed timeline for deliverables. Her first task is to create a Cultural Commemorative Calendar that will allow the administration to be proactive with regard to the many opportunities to highlight the contributions of racial and ethnic groups to our state and national heritage. She will also be working on a conceptual framework, an action plan, and performance targets. These will be presented to the panel at future meetings.

- C) *Training*- Ms. Davis has presented a training to the Governor and his cabinet, which was essentially a primer on race including historical context, embedded/systemic racism, terminology, and cultural competence. She is fine-tuning the training to present to the leadership in other agencies and also planning more in-depth sessions in each area with the Governor and his cabinet.
- D) *Listening Sessions*- the panel discussed the idea of community listening sessions for the purpose of collecting individual and community stories that will help to personalize the data or provide data proxies.
- E) *Justice Reinvestment*- Ms. Davis indicated that she is sitting on a judiciary committee that is doing an analysis of issues related to incarceration, with a focus on reducing the prison population through greater use of diversion and restorative justice. They may do a pilot in Lamoille County that would focus on data collection at points of discretion in the process.

Meeting Schedule:

October 24, 2019-5:00-7:00 p.m. (2020 schedule to be set at this meeting)-
Steele Community Room in the Waterbury Municipal Building, Waterbury
December 4, 2019- 5:00-7:00 p.m.- Room #12, City Hall, Burlington

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

Whereby the meeting adjourned at 6:11 p.m.

Respectfully submitted,

Karen L. Richards

Karen L. Richards, Panel Member