

Transcript

September 20, 2024, 6:04PM

● **Barrett, Kim** started transcription

ZS **Zoraya she/her** 0:06

Whatever works.

Sorry to be I can also try. I think if I restart it might.

Because I was looking at, I could see your presentation before.

BK **Barrett, Kim** 0:17

Mm hmm.

ZS **Zoraya she/her** 0:20

I might just leave for a second.

BK **Barrett, Kim** 0:22

Yeah, that might work.

I think she's gonna leave and come back.

But she doesn't have access to her Partner emails. So.

ZS **Zoraya she/her** 0:38

No, I do and I can see it now. Actually leaving and rejoining worked.

BK **Barrett, Kim** 0:38

Seem like, oh you do.

ZS **Zoraya she/her** 0:41

I can see your slides.

BK **Barrett, Kim** 0:43

Thank you. Wonderful.

OK.

Raimundi, Karla

So this conversation is starting off with the turnover.

We've discovered.

Very interesting things about appointments for the Council.

We were under the impression, yes, yes. As we were preparing for this meeting, we were under the impression that the appointments were all made at the same time.

But we've discovered that that's not the case and depending on.

On who?

The appointment authority is they have different terms and so the law, the language in the act is on the right hand side of your screen.

And that's basically what provided authority to the Committee on Committees and the Office of the Speaker to make the appointments, and these are the turnover dates for each of the seats.

So we have.

Walter, Mariana.

Mm hmm. Mariam and we have a vacancy that was occupied by Kaya and those are the dates that they will expire those appointments. And then the speaker appointed you Soraya, Brittany and Gayle and those are the date when those.

Just so you know, I was interviewed by the speaker too.

Oh, OK.

Never just saying nothing. So the speaker like I'm not, I'm in the other. Oh, you're.

Mariana Sears

Yeah. But I am Mariana. I don't.

What's the Committee on committee?

But I had an interview with the Speaker of the House.

Karla Raimundi

The following members appointed by the Speaker of the House.

Your representative on our field security organization. So yeah, yeah.

So Mariana. But yeah, no, it doesn't matter if we're term for for purposes of the expiration date, but it's matter for accuracy, OK.

No, I yeah, but this is the date.

That's the date, that's correct.

That is the date.

Yeah, February 2027, OK.

So then something maybe mm hmm. Mm hmm.

So then Walter is not here.

So, and then, Zoraya, yours is set to expire December 2024.

First, were you aware of this?

ZS **Zoraya she/her** 3:22

I mean, I got the e-mail that somebody sent like a week ago saying.

That employments are expiring, so no, I wasn't, but.

BK **Karla Raimundi** 3:32

OK.

So then yours is coming up on December 2024.

What that means for us is that then we would have to think through a transition plan.

And identify an individual who could take.

Your seat.

I do have a question out, and perhaps Susana, you can help me here if you if you have knowledge of this.

But I I had a question I I asked the general counsel of my agency whether there's a possibility to revalidate.

I am not suggesting, Soraya, that you know this is what's going to happen with you or not. But I just want to know what the options are for the Members.

So I I will share with you that information as soon as I hear back from her.

But I don't know Susanna. If you have experience in previous councils, whether individuals can remain on for another term. Your term seems to be so short.

DX **Davis, Xusana** 4:45

Yeah, it's a.

Yeah, it's extremely. Can you hear me?

OK.

Sorry it is extremely common that that happens and usually.

I think the best gauge is if the language in the statute does not say Members shall be limited to X number of terms, then you can reappoint the same person if it doesn't tell you that you can't, and usually when they term limit, they'll tell you I'm sorry.

Usually when when your term limited, the statute itself will give you more than one,

it'll usually say you can't serve more than three consecutive or two consecutive.

But I've never seen one.

So far I've never seen one that says you can only serve one term.

So what I would do the first thing that I would do is just look to the statute and if it doesn't say anything about forbidding it, then that means you can.

BK **Barrett, Kim** 5:42

Yeah, any tells in us this is the. This is the language.

Is that taken directly from the act?

A doesn't specify.

That's why we were under the impression that all of the appointments were going to be made in a similar fashion with similar terms, but they staggered them already.

So then.

DX **Davis, Xusana** 6:02

But I usually see happening.

Is that what I usually see?

Is that the appointing authority will ask their current appointee. Hey, do you want to stay on? And if the person says yes, then they'll just reappoint him.

That's how I've generally seen it happen, but obviously everyone's different and I don't want to.

I don't want to make assumptions about other people and how they use their appointment hours.

BK **Karla Raimundi** 6:24

So that's the information that we have with regards to turnovers and zoraya. I really was very interested in having this conversation with you because yours is up in December. So like I mentioned, I have.

A discussion pending with the General Counsel, just to make sure that.

You know there's precedent that there are no really like objections, but I would like to present you with all of the options.

And you can, you know, have some time to think, whether if it's a possibility, whether you would like to stay on the Council or whether you would want to move on.

ZS **Zoraya she/her** 7:10

Yeah. The one thing I just wanna flag is 'cause. I think I'm the municipal representative and I'm no longer on the Burlington City Council, so I don't know if that matters, but I think I maybe sent an e-mail to Kim a couple months ago. But just something to flag.

BK **Barrett, Kim** 7:26

OK, OK.

So that's really good to know. Thank you.

I will also include that as part of my conversation with Catherine on General Counsel.

But yeah, are there any questions with regards to the turnover?

No.

And you can exploit the web network.

I think we're cutting that. Yeah.

Karla Raimundi

And we're rich.

Barrett, Kim

Rich is not here.

Yeah, he rich didn't.

Rich left the meeting.

Oh, OK, OK.

Karla Raimundi

Well, then, and Jennifer is not here either.

Kim Barrett

Yeah, she left the meeting.

Karla Raimundi

OK, OK.

So it seems to be the case.

Susanna, you're here.

That you're gonna be a perennial member of the Advisory Council.

The interagency committee.

DX **Davis, Xusana** 8:32

Yeah. I mean, unless you guys don't want me. I also don't wanna crowd spons.

BK **Barrett, Kim** 8:38

He's saying no. Listen, he says it's it's.

DX **Davis, Xusana** 8:42

No, I mean if you'll have me, OK, I I just.

I I wanna just acknowledge that.

I.

I I get put in a lot of places and I I don't want that to to feel smothering for anybody.

BK **Karla Raimundi** 8:55

Mm hmm, no, I think you bring incredible value to the conversations you have. Like a great understanding of what's happening at the state level and your input is always so invaluable.

Susanna, that is really a pleasure for us to get to work with you and collaborate in this and other things.

DX **Davis, Xusana** 9:19

I appreciate that.

Yeah, I'm happy to be on.

BK **Karla Raimundi** 9:23

So then I think this is the last of the slides regarding turnover.

I will.

We will get back to you, Soraya, with all of that information, especially after you share that you're no longer in the municipal board.

I will ask whether that has.

Whether that has any impact on on the Council appointment.

Well, thank you folks.

I'm gonna go to the other breakout session.

Kim Barrett

Thank you, Karla.

I love it. There we go.

Let's see. You see us go. There we go.

Awesome.

OK.

So the next thing that we're gonna discuss, we have maybe like.

35 minutes or so.

So part of the discussion was going to be on Buddy system and just keeping in mind the the new information about the turnover dates, what does the rest of the year look like and how do we want to? How do we envision seeing work?

Move from this point on and then just so you can see we have this discussion about community engagement.

But yeah, so.

Yeah. How do you envision collaboration at this point?

How can we use a buddy system to advance this work?

I think it would be interesting to know.

Just how it will function and and we were hoping that we could try to formalize something today just to see if that could work, but.

Initial thoughts, though.

Mariana Sears

I can share briefly. I've I've never worked in a in a formal body system, but I have a lot of bodies in my life.

I can speak from that very formal and experiential.

Point of view.

I I think it it would be great to to have a member of the Advisory Council.

Like.

How would you say it for us?

Yeah. Combined or like matched with a member of the interagency.

So that we can learn more in depth work of that agency and of government functioning. I think for me that would be a great opportunity and and it can illustrate a little bit more.

Parts of sometimes I feel lost in the conversations because it seems like that sometimes.

The terminology seems a little bit technical.

Or or. I don't know what it is that I don't know, but sometimes I.

Get a little lost. As of you mean sometimes I'm in a greater space too.

Oh, I understand what I'm supposed to be doing in this moment and other moments

I'm like, wait a second. I'm not sure what they're talking about.

So perhaps having a buddy system?

Could help break some of those uncertainties for people who are not used to working government or in this type of settings that has that are so complex you know you have to be clicking on links and paying attention, paying attention to the board and and thinking about these.

Deep questions.

Yeah. And you know, if you have a body, you could.

Hey, I said that they're talking about or what is that word for someone who's not a native speaker of the language?

Sometimes it's just a simple translation, like when when a minute ago you were talking about proxies.

Yeah, I was like, what are they talking about?

I mean, and of course, you make your mental connections, but I'm like, I'm not sure where exactly they're talking about and why she was so worried and.

And then like when there was a mention of protected classes and I kind of know what that is.

But I'm not sure how that plays a role in the in the when somebody throws a a technical term in the middle of a conversation.

For, for for the people who don't know exactly how that can contextualize that it's like.

So.

And it's very it's very difficult to just break the flow of conversation because people respond and everybody seems to be following and I don't want to be like, hi, what is a proxy?

Sometimes I'm tempted to do that and I find myself. I'm like, no.

Gotta wait. But if you have a buddy in the meeting, you could, you know, pass a little.

Postage proxy.

I don't know.

For me, at least, these are.

Again, this is very like self reflection reflection.

I don't if anybody else can connect with.
Experiencing someone else put me into a group.
Oh, Jennifer, she would be.
Yeah, I'm sorry.
Hold on one second, yeah.
To he went to add Jennifer to this breakout session. One SEC.
So I'll be right back.

Kim Barrett

Another prompt to join Room 1.
A couple screens multiple computer.
Looks like.
It's on hold all living.
There she comes. Yeah.
I wanted to say what what you said does resonate with me and I think also the value for the IAC members too is that they don't.
This will also help them.
Get more context and information because.
I feel like they also have questions and don't know how or when to ask Advisory Council members.

Mariana Sears

Yeah. So yeah, it could of course.
Yeah, it could work both ways.
And that that would be the beauty of it. If it does so, it's not just helping one side of the equation. Yeah, yeah.
Very hot today.
Oh, Jennifer, you did make it OK.

ZS Zoraya she/her 16:17

Yeah, I can hop in. Hey, Jennifer.
So for me, I think the buddy system was really just about like effectiveness. I feel like and maybe this is part of the problem too. Mariana, I feel like right now we're very theoretical.
And I'm not sure that most of the like agencies works work.

Is that theoretical?

And so I guess I feel like I'm still having a hard time seeing how this is going to translate into like the agencies doing work differently and how?

Like we can advise them. And so for me, this was a way like a buddy system is both for us, but then also between the IAC and the A/C too.

Both so that we have like are starting to develop relationships and can be thought partners to them. But that also like that we're a little bit more embedded in like what they're thinking and why they're thinking it and can give kind of more on the ground advice and.

So for me it's like about making it a little bit less theoretical and big and being like OK, we each have our agency that we're working with or two agencies that we're working with and.

Moving that forward, So what I would propose, and I know Kim, that I didn't respond to your e-mail until today, but is that we get sent a list of all of the agencies and then we just rank them to see like who we wanna like go deep with.

The most, and then buddy up in that way because I assume they shouldn't have a preference.

So it's more about like where our technical expertise is.

And then that way we also 'cause, it's like I can't imagine for every agency being able to understand like how this applies to them.

So yeah, so I guess that's that's what I was thinking with the buddy system, which I think then will also help 'cause. Then you kinda have a state contact that you're helping with, but then also you know.

And maybe another person on the A/C that you're supposed to be working with. So.

BK

Barrett, Kim 18:20

Yeah, that's that's really helpful. And I think that's a good approach. And then especially for example, like the the environmental benefit Spending Task Group. Guidance Task Group is gonna be starting.

To craft the guidance, which is exciting to me and so I just think that as we move forward in the next few months across some of these deliverables, it will provide a a, an easier and more effective way to.

To get the work done and I think you know for the IAC, you know, just from having conversations in some in some of those meetings, you're right.

Like they don't always know how it translates.

So I do think again for IAC Members this will be helpful because they can ask specific questions.

And make their work feel more like real world.

So yeah, that makes sense to me.

But we can definitely support with the ranking and then communicating and getting.

Those assignments for sure.

But I wanted to see if anyone else had thought.

Jennifer or Xusana?

JB **Jennifer Byrne** 19:46

Hi I'm I'm really just catching up.

I've been trying to get in this room for like 20 minutes so I don't know what really you're asking for. Thoughts on, sorry.

BK **Barrett, Kim** 19:56

No problem.

ZS **Zoraya she/her** 19:57

Can you see the slide Jennifer.

JB **Jennifer Byrne** 20:02

I'm driving.

And can't really do that but.

But.

BK **Barrett, Kim** 20:07

Oh, OK.

Yeah. So I can just.

Yeah, we, we've been trying to, like jump up and get to the computer.

I'm glad that you're in here now.

So we're just basically connecting about the buddy system that was proposed a couple of times and we're just talking about what that could look like.

What the purpose of it would be, how it would benefit the A/C and the IAC? And then if we wanted to do that, what would we do to get it started?

And Zoraya had suggested that we that our team.

Communicate with you all, and then you rank based on where you feel your expertise fits in into which agency, and then perhaps there'd be like 2 Advisory Council members to an agency or whatever that would look like.

And then advance things from there.

So if you have any thoughts about that or what you would like to see happen.

I think it would also be helpful for us in terms of knowing how to support like what that communication would look like. One you had your pairs.

Yeah.

JB **Jennifer Byrne** 21:21

Yeah. No additional thoughts at this time.

I'm I'm definitely in favor of the buddy system and whatever we gotta do to actually make it come true, I'm I'm definitely I like the idea.

BK **Barrett, Kim** 21:34

OK.

DX **Davis, Xusana** 21:37

I am too.

I appreciated the earlier comments about, you know, sometimes it's helpful just to sort of pass past a little, post it a figurative post it and just say what you know.

What's that term or or what have you?

Because I I know.

I certainly need that a lot and and I think and I I don't remember if sorry I already said this, but one of the things that that I'm thinking about is that different Members of this group are going to maybe need a different.

Runway length.

In terms of how much catching up there is to do and.

And I think that it does make sense to have the ability to select an agency. We want to be paired with. And I think one good consideration is how substantively close to EJ work that agency is, because I know that there are certain processes or terminology that some.

Of the IAC, members are more familiar with than others.

I'm thinking of the agencies of agriculture, natural resources and probably transportation.

Probably have a deeper well of substantive knowledge on a lot of this stuff than than, say, my office.

And so I think who you get paired with is going to matter in terms of how much catching up you need and how much they're able to offer.

So that might be one consideration to take into account.

BK **Barrett, Kim** 23:04

Mm hmm, that's a great point.

OK.

Any other considerations?

Guys, I don't think we need to spend too much time on this, but just wanna get consensus and then really get this moving so.

Are we going to move on?

I know.

Right. So we also wanted to provide another space for us to talk more about what's happening in the community.

I know Mariana and Jennifer.

You spoke a lot earlier.

But I think, you know, now that the core principles that document is finalized, you know the the engagement plans are gonna be the next big thing.

And so and I know our particular office is really excited to.

Partner with you all around engagement. And so it would be helpful for me to learn more about what's happening if there have been any particular like challenges or just what problem solving looks like for you and your roles in, in your positions and how you're working with communities.

Whatever that looks like that that context and information would be helpful not only for me, but.

In supporting.

Agencies around technical assistance.

Because a lot of what I'm doing right now is helping to build competencies and lead trainings and things like that.

And so the more information that I have from you would be helpful with that.

But I want.

I want to be able to Co create spaces and so I feel like in this space we also need to just talk more about what's happening and then.

If you all have had time to think about what engagement looks like.
With respect to the law, that would be helpful. Like you know, if you thought about how you want to.

Share this work with folks like if it means having us come to Council meetings like you've invited us or you know, so this is just a space to talk about all of that, really.

DX **Davis, Xusana** 25:51

This is a moment where I.

Am just I wish Rich were here to expand on his earlier point in terms of how do we engage.

And put it other than human communities.

BK **Barrett, Kim** 26:09

Yeah, I was thinking.

DX **Davis, Xusana** 26:11

So maybe yeah. So maybe when we share the notes, it would be great to hear from him.

About what?

What a vision for that could look like, because I know when we talk about community engagement, we often talk about, you know, interacting directly with most impacted populations.

But in this case I imagine.

We're expecting flawed humans to speak on behalf of.

You know other.

Other creatures and and I imagine that a lot of that also happens through, you know, primarily white-led organizations etcetera.

And so we're we're probably necessarily going to be going against some of the principles of.

You know, equitable Community engagement by having to to rely on those kinds of channels.

So I don't know.

I don't want to speak for him, but I am thinking about what that could look like in the context of his comments earlier.

ZS **Zoraya she/her** 27:09

And this isn't.

BK **Barrett, Kim** 27:11

Yeah.

Go ahead. Sorry.

ZS **Zoraya she/her** 27:14

Yeah, this isn't totally related, but I think even like going back to.

Like like you know, I guess like we're all in community and we do our work with communities, but that doesn't necessarily directly relate to the feedback or things that the agencies are like very specifically looking for, right?

It's like just because we're in community doesn't mean we know like what our community thinks about the principles, community engagement and so.

I think I think we've got the, but sorry I think just something that would be helpful to me is I haven't turned in.

I think I turned in an invoice like a year ago, which I don't think.

I am not even sure I ever got.

And then like, if we could even just like get automatic invoices made for like our meetings, I think that would be somewhat helpful just in terms of like feeling like I'm like, oh, right, this is something I am getting paid for and should do.

And maybe that's a silly, but.

JB **Jennifer Byrne** 28:15

You got all these dogs in.

ZS **Zoraya she/her** 28:16

I feel like that would be that would be nice. And then I don't have in my mind what all the deliverables are. So I have a hard time saying like how we'll engage communities like exactly with what those deliverables are, but.

Yeah, I think having a pathway to.

JB **Jennifer Byrne** 28:39

Give it you give it.
I know it right here.

ZS **Zoraya she/her** 28:42
So, Jennifer, you're trying to get in or?

BK **Barrett, Kim** 28:42
Umm.

JB **Jennifer Byrne** 28:45
I'm so sorry. Nope.

ZS **Zoraya she/her** 28:47
OK.
I didn't have a fully formed thought, so I'll leave it there.

BK **Barrett, Kim** 28:53
OK, with the automatic invoices, go ahead.

DX **Davis, Xusana** 28:55
I have automated.
I was gonna say the automatic invoicing is absolutely not a silly thought.
We've been talking about that for literal years.
And then and I I mean it just it makes a whole lot of sense for a lot of reasons.
And I think that you're very much on to something.
I will say we brought it up with the Chief Performance Office and because they tend to really be good partners in championing, you know, streamlining those kinds of things. And we talked about it with human resources and not human resources, the finance people, the people who process those.
And I can't remember what answer we got, but I just remember thinking it was really wack and and that's something that I still want to pursue.
So definitely not a a silly ask and I am thanking you for bringing it up.

ZS **Zoraya she/her** 29:41
Thanks.

BK Barrett, Kim 29:44

Yeah. I don't even know who I would ask about that, but I'll. I'll tell Carla.

But it sounds like there's been talks of this before, so.

I'll try to help with that where I can.

And we, we don't need to take that question. The deliverable question literally, but as you've been envisioning just being on the Council, I want to know if there have been any thoughts that you have around what?

You know 'cause like for example, for me a big thing that comes up is there are community spaces that I'm a part of that I feel like, for example, when we talk about benefits and burdens and when we, you know, try to make sense of what an environmental

Benefit is I feel like for example, youth really need to be involved in that conversation, but I have a lot of considerations and thoughts about.

You know what I feel comfortable bringing youth into some of these spaces.

Be a good environment for them, like there are things that I'm thinking about in that way.

One of the things that we've been wanting to do, and I think we got the idea from you all suggesting having a listening session.

So that's something that, you know, maybe that we're hoping to do at the end of the year. But for me, there's a lot of considerations that need to go along with that and so.

I think what I'm saying is really just any information about, you know, what comes up as you're working in the community.

Places that you're working in and really, yeah, I don't know.

I'll just stop there, but I feel like what ends up happening from what I've seen.

Having started this position is sometimes there's like talking around.

And sometimes it doesn't feel like there, at least in the beginning, there was enough relationship building to kind of actually have those direct conversations.

And so I want those conversations to to happen.

And so that's really where I'm coming from with this.

ZS Zoraya she/her 31:56

Yeah. And if I can. Oh, go ahead, Jennifer.

JB **Jennifer Byrne** 32:01

Yeah. So.

I just, I think feeding off of both comments, but you know one.

I I feel like community.

Building needs to happen first on the Council itself. Like it, this meeting doesn't have a quorum. I'm assuming of Advisory Council members, so like this doesn't count.

BK **Barrett, Kim** 32:27

No.

JB **Jennifer Byrne** 32:28

And we haven't had, like, a Advisory Council only meeting.

I feel like we only did that once.

Maybe I don't even know. Like I mean, maybe there are others on the books, but it doesn't feel like we've had any this year.

And so, yeah, I feel like there's and Kim, what you just said I.

Feel similarly and I I don't feel like there's any reason to to bring in additional people until like we we need to do that engagement just with the Council, like the fact that we can't get the full Council together.

For any of these meetings, maybe that means we're hosting the meetings at the wrong times of day. You know, there's not been any attempt at having meetings in different locations, which has been a quite like a request since the first meeting we ever had.

So it's like, yeah, the the payment thing too.

I've never been paid for this work.

I mean, it's like 6 bucks an hour, so it's not like I'm holding my breath, but it feels like like the work needs to be done here on the Council.

And so I I would be excited about that happening.

Less excited about, like, let's go to the community and think what?

See what they think. It's like, you know, we can't even really talk to each other yet.

So that's how I feel. I think we have a lot of untapped resources on this Council.

BK **Barrett, Kim** 33:53

I agree with. I just wanted to say we are making attempts to meet in other places.

ZS **Zoraya she/her** 33:53

Yeah.

BK **Barrett, Kim** 34:00

We also need feedback on where, where you all want to meet and we have gotten some feedback that we that we're trying to utilize.

And I think that, like the other reflection that I have is that, you know, there's the idea of what doing the work is.

And then, of course, everyone has a slightly different understanding of what doing the work is.

And so for some people.

Doing the work might mean you know coming together and community building in this space, other for other people it might mean something else.

And so it's kind of like the relationship building is, is important. And I also hear we're not doing the work that I'm also hearing. We're not doing the work because we don't have the relationship and so.

You know.

I I from my perspective, I'm just here to try to open the floor and try to make the space.

You know, if you specifically, Jennifer, have thoughts on other places that you would like to meet, please let us know.

Oh.

Yeah, and now is the time.

Because we're trying to make arrangements, we wanna get food. We wanna do all kinds of things. But we also have to be able to prove that there's enough like bodies in the room to do that, you know.

So we're doing what we can, Zoraya.

ZS **Zoraya she/her** 35:29

Yeah. And I don't know that I agree as much on the like different location.

I just think. I don't think we're gonna get everyone.

I guess is the like. I think that's the problem with like statewide things.

BK Barrett, Kim 35:42

Mm hmm.

ZS Zoraya she/her 35:42

I don't think it's so much of A like you're not doing the right things. I think it's just like doing a three hour meetings on zoom is really hard. Doing like going somewhere that's not, you know, like in town for you is really hard.

So yeah, I I guess I understand that there have been.

I obviously think it's nice to vary the place is and to do it in person and remote sometimes, and I'd I still don't think that that's gonna get us.

To perfect attendance, but I do agree with Jennifer that I don't think we need to do community stuff yet. Not because I think it's ever too like I think. I think that's the thing.

It's like I think all of us are working in our communities anyway and then until we know, like I hate more than anything.

When we go out to people and we say like, what would this ideally look like?

And then we've we know we have all of these constraints about what it can actually look like and how we can use information and how we can make decisions and how we can use resources.

And so and I don't feel like I have a good sense of what those constraints are. And so going and asking what people want when we know that we don't have the full universe of possibilities. I just think that like to me that's what gets like to engage.

Fatigue is when people are like, what could we do?

And then you're like, well, we can't do this and we can't do this.

And we can't do this and we can't do this.

So I would more wanna go.

Do more community engagement stuff when we're trying to make decisions when we're we could do this or this like and we don't know what the right answer is.

That's for me when it's the right time to, like, bring folks in.

And so I feel like we needed to do more work to and part of that is like, I'm not even sure that I like.

I don't.

I don't like. Honestly, I don't think that this is like, I don't think I've got enough time or like, you know, like I have to do work that pays me. So I can't go out and, like, do

all this community engagement stuff for this work.

What I'd rather do is like help some of the agencies figure out how to better get feedback on, like some of the big decisions that they're making when they actually are open to feedback.

So.

Whereas yeah, because right when I don't think we know enough yet, what we are, what we're gonna do or how we're gonna do it to get feedback on even just like our part of that.

BK **Barrett, Kim** 38:12

Yeah, I agree.

JB **Jennifer Byrne** 38:22

If I may, I'm sorry.

I can't see if there's another hand.

OK.

Yeah. Just just thinking about, you know, in terms of the location like that's one type of accommodation for sure. And no, I don't think it's like the perfect fix, but I do know that it's something that like at least 2.

I mean, I know there was one, you know, very early on and two Advisory Council members who were like just the zoom fatigue or the, you know, inability to really connect with people over zoom like they really did desire.

Having in person meetings as a as an option, and I've heard folks who live in southern Vermont really wanting those meetings to be further South and I don't think it fixes everything.

I think it's like it's showing that you're hearing.

Them and you know, like attempting at building community, but I think it's not just the location, it's like. I'm just thinking about, you know, how I partially to answer your question like how to engage if I'm engaging with a farmer and I'm trying to get like.

A dairy farmer to show up at a workshop that we're holding.

It's like pulling teeth.

To.

BK **Barrett, Kim** 39:45

I'm sorry.

DX **Davis, Xusana** 39:46
you're cutting out.

BK **Barrett, Kim** 39:47
Yeah.

She probably lost her signal. Mm hmm.

Yeah, that's a good point too.

Yeah.

Mariana Sears

I can.

I can chip in in the meantime, while we will wait for Jennifer, I don't.

Here will reappear here some somewhere else.

Again, I'm not exactly sure what we're trying to talk about here. When we say community engagement, I would try.

And are we trying to talk about how do I engage in my community via my work or via my community?

And if I am already bringing.

Information concepts about environmental justice into these communities, if that is what we're trying to find out. My answer is no, not yet.

I I don't feel I don't.

I don't feel like I have.

Enough rest of what we're doing here to. Yeah, take it somewhere else.

I'm I'm not really sure. I mean, what are we doing here?

I'm still trying to figure it out, but it's not criticism.

I I thought it was more like like it takes time to understand.

This this complex things, I mean we we we live in complex systems and a lot of people don't have a clue of any of this complex systems.

Including myself.

Yeah, I am a simple person.

I've been 13 years out of work.

I barely know how to use Google Docs.

And you know, I've been changing that person doing long things and I don't pick the language as a native speaker.

So it's these are very the way that you all speak in this space is so like eloquent and and and high level for the common person. And I'm not even the common common person. If you if you know know what I'm talking about. I'm not trying to say.

That I'm any better than anybody else.

Their levels of education and understandings and and experiences in the world that makes us all a wide range of people. And when we talk about community, I mean there are millions of people, thousands of people out there with each of them, a different story. So.

So even speaking about the community as if it's one little thing or one single item is just kind of like weird.

Not to even say that. It's kind of like.

Sensical in a way.

Like wow, it doesn't exist. When this is a country.

Exactly who is that community is me. You might. I mean so.

At the same time, in my, in my work, and through the different networks and channels that, that, that I contact or that I communicate with via this world of, you know, sending emails to places, because that's one way to do things.

I I have the other hunger councils which is.

Our way to engage with the communities I explained before, I have tried to have the the you guys, the cap, the coordinators bringing to coming with a presentation to these spaces just so that people start thinking, oh, there's that law that talks about environmental justice. Oh, interesting how.

Am I part of this and what hunger has to do with it?

So one level another level.

And then specifically to the comments that they they were mentioning, which are all very interesting.

This is very difficult to engage community if people are not getting paid or compensated, so this is failed to begin with. I get paid to be here by my job and that's why I am so diligent and committed that we cannot expect other people to be diligent and.

Committed when they don't get paid.

And and for and to be inclusive. This is completely exclusive to the. This means our exclusive of all the people who don't know how to deal in a meeting with computers and English.

So there's already a lot of people excluded.

And let alone the fact that we have one, one Advisory Council member that since day one, he continues to say that he has a big issue with with the definition and I don't feel.

That we can move on as an Advisory Council or a group when one of us is still feeling.

Well, we all feel in many different ways left behind, you know, with the we cannot participate in person.

Some of us.

Because some some of us are in southern Vermont.

Some of us don't have the language. Some of us don't have the computers skills, so. And one of us, particularly I I haven't seen many of the members of the Council to to illustrate what Jennifer was saying.

I don't know what GAIL and Madam. I haven't seen them in many, many in, in months.

I don't know if they're still part of this Council. If somebody is taking place, how are we going to have consensus if, if, if we don't find, if we don't get them to participate and the participation may not be?

Adjusted for their level of needs, you know, like the technology or language.

Or other things that I scheduling whatever I I cannot think of all the different things right now and but but.

Strikingly important is having a member of our Council that represents one of these nations, or one of these group of people that are our priority population, and now she got to he got to the point in which he continues to say that I'm a broken record and we.

Still have almost nothing to say.

I don't know what would that be but.

Some I would like for him to say. Also, why would be the first step in into?

Into amending the definitions to incorporate the non human aspects of environmental justice.

So I know that is beyond our scope of work, but we still need to try to do something about it, which I don't know what it is, but we can just. There's no point for him to keep on saying that if nobody. If not. Yeah, if nobody has.

Any idea?

Or he doesn't propose any idea?

So 1 little step.

To at least give us energy towards some direction.

Yeah, yeah.

Thank you. Other folks are coming back into the space, but yeah, really just this section was just for all of this on a frequency to hear about.

Yeah, yeah, yeah.

I feel bad because there's more that I wanna say, but we do have to transition back. And Jennifer still, I don't know if that was the same hand from before.

JB **Jennifer Byrne** 46:57

No. Yeah, I I got. I dropped off. So I'm not sure how heard, but I I think just to like quickly.

I in terms of engaging the commute, the the Council, I was just relating it to, you know, in my line of work, engaging with a busy dairy farmer, let's say, where it's, you know, really hard to get them to, to come off the farm period, but if you.

Are asking them to get off the farm.

You know it's you have to accommodate for their milking schedules.

I send emails, sure, but really I do personal phone calls and personal texts to get farmers to show up to events and have that, like, engagement with them ahead of the event to kinda get them excited for why it's a valuable use of their time, whether it's like.

BK **Barrett, Kim** 47:31

Thank you.

JB **Jennifer Byrne** 47:48

Baiting them, you know, with like, if you come, we'll give you, you know, information on this money or this is a key, you know, reason that you should show up.

Or I'm thinking in terms of now the Council.

You know, I mean, being able to have actual Advisory Council only meetings at all, but you know, having some.

Excitement around the agenda, like building the agenda, you know that, that personal touch of like, why not have a personal phone call with each Council member every month and and figure out like, what time of day will work for the people that we regularly don't see or and.

And or like what do they want to talk about 'cause at this point?

You know, we we're very unengaged.

In the even in the planning process of these meetings.

BK **Barrett, Kim** 48:38

Yeah. I wonder what relationship like when you're in this space, how do you want to? How do you want to either learn from each other or build relationship in this space? That would also be helpful in learning so like for me, sometimes these questions are also so that you can share the information to each other about what you're doing, how you're doing it, what your issues are so that you can also support in the decision making processes here.

So I'm just wondering what else that would look like, you know, because I'm also hearing you want to know each other.

So when you're in the space, what do you want to know about each other?

You don't have to answer that, no.

Mariana Sears

Yeah, but we did it earlier.

Just to have a a moment of longer intro update on just that simple question.

So what do you do?

Tell me about you as opposed to. Let's talk about community engagement plan like that language gives you like.

What I what am I supposed to do to say here as opposed to? Can you give me an update on your life?

Or on your work just saying it in a simple way for me.

What do you want from me?

Just say directly and with a very simple term and I'll give it to you and that's what I I would love to learn more about what reached out, what what is his, what he does every day. Soraya, I would like to know now that you're not a MUN.

Government. And So what is your organization doing well? Jennifer gave me so much to think about.

Thank you, Jennifer.

I want to be a member of the Conservation District, of course.

I will not do that because I will overdo myself. But yeah, that's for me.

Simple as that.

And and same with Susana.

Yeah. What, what? What does the office of Equity Racial Equity does?

I mean, I know that the put together language report which I read.

But I wanna know more and how how they are following up with that report that was created in January last year.

So just yeah, just chat about what do you do and.

That that is that is created in the Community that is created.

Union because that's how you learn what other things they have in common with the other person. And that was your mom, who has your kid.

Tell me about it.

Yeah, I respect you.

That's how you start breaking these and creating that space in which, OK Now what are we gonna do here?

OK, let's move on.

Yes. And of course I'm we're not here to become friends or a social group.

So I understand that that's not what we're gonna be doing here.

I'm not trying to be overly.

Yeah, yeah.

I understand that, but at the same time there has to be a little bit of that so that there's true meaning and we're not robotic things answering questions and yeah, talking in this high level of language. But I don't understand much. I appreciate that.

We do have to head back to the and close out, but I appreciate that that worked because that's what we were hoping by having that section earlier.

And we'll just keep touching base about this.

So thank you.

We're gonna close this group and then.

Ouch, you can't.

And if I hit.

● **Barrett, Kim** stopped transcription