Transcript

February 11, 2026, 3:12PM

Barrett, Kim started transcription

Barrett, Kim 0:05
OK, should be good.
Welcome everyone to a meeting of Vermont's environmental Justice Advisory Council.
We're grateful that you all are here.
We can just go to the next slide and quickly review silently the Community agreement.
And if everyone feels complete with that, we can move on to the next slide.
So before we do introductions, I just wanted to talk about what's going to happen.
So we have about a 1520 minute presentation.
That kind of reorients back to the mapping tool and then we will take a break and do public comment because there's a lot in that in that presentation. And then after that we have a working session which will just be a really intimate conversation.
And which I'm excited for.
And then Advisory Council members, you all will have unificated time to do whatever you'd like.
And then we have some updates to share with you. And then quick next steps at the end there.
So that's what we have planned for today.
How about we stop sharing and then just let everyone?
Introduce themselves.

Birch, Juliet 1:51
Yeah, I can do that.
We should also just say for the record, we don't have quorum, so we won't be able to vote on the meeting minutes.

Barrett, Kim 1:59
Yeah.

Yeah, we don't have coral, unfortunately.
So if someone else hops on, we can always go back and approve the minutes and also the agenda officially.
Cool. All right.
Who would like to go first?
Could just share your name who you're representing.
That would be good and pronounced.

RH **rich holschuh** 2:32
I will go first.
Response. Good morning and why Needham back?
Hello my friends and delive.
My name is rich.
I called rich.
I am a citizen of Bel no Beneke.
I represent here on the Advisory Council on behalf of the Vermont Commission on Native American Affairs.
It's good to be here with you and it's nice to.
See you, Kate.
And I'm curious too.
Learn more about you williwen. Thank you.

WB **Watson, Britaney** 3:18
I can go next.
I'm Brittany Watson.
She her pronouns, and I believe I'm a social justice or a grep.
All right.
Yes. All right. Great. Thanks. Happy to be here.

M **Mariana** 3:37
Hi, Kate and everyone.
My name is Mariana.
I work for hunger free Vermont and I am a member of the Advisory Council to represent.
People who struggle with food security.

And I am in South extension and I am originally from Argentina, so sometimes I'd like to say Hola I love how Rich uses his language.
So I'm tempted to do the same thing myself.
And I know Carla will understand, so.
We have a little bit of the Latino sisterhood thingy going on.
Well, I don't know, Carlo.
That's an assumption I've never asked you. How you identify yourself, but anyways.
We'll love to hear more about you, Kate, and I am happy to be here.

BK **Barrett, Kim** 4:34
I can go. I'm Kim.
I'm one of the environmental justice coordinators and I work with Carla and Juliet.
In the Agency of Natural Resources, Civil Rights and Environmental Justice Unit, my pronouns are Sheena.

BJ **Birch, Juliet** 4:55
OK.
We've met, I think briefly.
I'm Juliet.
I'm one of the environmental justice coordinators at the Agency of Natural Resources.
It's good to see you again, and I'm excited you'll be joining us to listen in as a member of the public.
I think that for Mariana, Rich and Brittany, I think Kate's area of work in state of Vermont really it's really heavily to the EJ law.
So I'll let Kate, you know, introduce.
Her work. But I'm really excited to just have her join these meetings.
Meetings and listen in.

RK **Raimundi, Karla** 5:32
To be the the best kept secret of the meeting, Kate.
No it.
It's it's a great pleasure to have you here. And as HealthEquity, right?
And that's that's your your title, right?
HealthEquity advisor, I believe.

My name is Carla Raimundi.
She her are my pronouns.
I am a member of the Interagency Committee.
The Secretary of the.
Agency designated me to represent our agency.
My coworkers are Juliet and Kim and I am the director of the environmental Justice and Civil Rights Unit at the Agency of Natural Resources.
So as usual, it's a great pleasure to be here.
And I think it's your turn, Kate.

JK **Jerman, Kate (she/her)** 6:28
Thank you for the warm welcome. I. So I'm the director of HealthEquity for the state, which is a new role I began in September.
And.
Have spent the last five months trying to figure out what's possible and and what direction we can take this work.
Obviously the context has changed since the legislature created this position in 2021, and the landscape of HealthEquity work has changed.
But it's been really wonderful to have.
To be in a role in a state with a continued political commitment to HealthEquity and to look at all that has changed across state government in terms of.
How efforts are considering HealthEquity, even if it's in an entirely different sector or a multi sector initiative so.
It's been really interesting learning project and.
I'm here at this meeting to learn more as a member of the public and.
Also, as someone whose office is advised by a Commission, the HealthEquity Advisory Commission works closely with my office when I say my office it's it's just me right now. Hopefully to be a team of two in the future.
And I'm also involved right now in the health and all policies task force. So if your work has or does intersect with that, we might have an opportunity to work together.
But I'm just building on the work of those two bodies and trying to figure out how to amplify.
HealthEquity efforts in this time and other than achieving the goal of HealthEquity, I'll just note the legislature, the statute requires a focus on three priority populations, bipoc, LGBT and Vermonters with disabilities. Although the Commission is broader

than that, but.
I think that gives us our guiding light and our charge and so.
There's, there's a lot that's possible, so thanks for letting me.
Be here today and listen in.

RK **Raimundi, Karla** 8:34
If I may ask really quick quickly so.
Your your position sits within AHS.

JK **Jerman, Kate (she/her)** 8:43
Correct. I I report to the Commissioner of Health.
But my charge is the whole of state government.
So I I describe it as the health department or my colleagues, but my focus is really everywhere besides the health department.
And that's also in part because the health department has an existing HealthEquity integration team.
Sanguine is the director of those efforts.
We work really closely together and we're trying to figure out how best to align but.
They're really focusing on HealthEquity internally to VDH and I and my charge is broader, hopefully to bring some of those efforts to other agencies.

RK **Raimundi, Karla** 9:25
So this is actually very interesting. Kaden, I, you know, hopefully we can continue conversations after this meeting because in the past the Council and the Interagency Committee has had conversations regarding representation for the disabled community.
In Vermont and that that currently is a gap.
In our Advisory Council.
And internally at the agency, we are doing a lot of work on disability, non discrimination. So it would be really interesting to hear your perspective as we move forward and talk more about the implementation of the AJ law, such if this is an area of interest.

JK **Jerman, Kate (she/her)** 10:14
Right.

Raimundi, Karla 10:15
To you.
Kim.

Barrett, Kim 10:25
OK. Are we good to move on here? OK. Awesome.
Thank you all for introducing ourselves.
So we're just gonna look at what we're gonna talk about in our presentation and then take it from there.
So we're gonna be revisiting the legal requirements for the tool.
There's gonna be a lot of information so.
We're gonna do our best to kind of move through it slowly, not overwhelmed.
And then we'll also cover the phases and tasks of the work.
So last year, at the end, at the end of the year in December.
We had talked through with some of the phases and tasks would be, so we'll review that and then we'll hone in specifically on ways that the Advisory Council can contribute to each phase in task.
Alright, so the Vermont environmental justice mapping tool is intended to depict environmental justice.
Focus populations.
Measure environmental burdens at the smallest geographic level possible, and if you want more information about that, you can check out the law.
And then now we'll move into talking through the different roles involved with the mapping tool.
So the agency of Natural resources and our our agency, we're charged with creating and maintaining the tool, determining the elements that will be contained in the tool consulting, the Advisory Council, you all and the Interagency committee.

rich holschuh 12:04
I mean I.

Barrett, Kim 12:13
And then also we are the final decision makers.
In all areas of the creation and the maintenance of the tool.

Hmm.
So the Advisory Council, so your role is to provide consultation to an R that will inform the elements that go into the tool.
You all have the ability to reach consensus if you'd like on what to include in your consultation and and the ways that you consult.
But the Advisory Council does not have decision making power or voting power on how specifically the consultation will be used.
And we just wanted to be clear on that so that we didn't have any like.
Misunderstandings around that. So we're totally happy to get your consultation.
You all can decide how you would like to provide it and then and then we'll, you know, factoring in all of the different things.
We'll figure out how best to utilize the consultation.
Great. Thank you.
And just so so from this point on, we're gonna be talking through the GIS and the community engagement.
Components of the work.
There are several overarching tasks that are involved with each of the different components, so we have the GIS component.
We have the community engagement component and so each overarching each over our Jane task has.
Serves a different purpose.
And then each task has their own deliverables or products or services that each contractor is required to provide us.
And so we're gonna talk about what some of the steps are that each contractor will make and then also where you all fit in to support those steps.
So that should provide a little bit of a framework for the conversation.
I'll pass it to Juliet to start us off with the GIS basis of the work.

BJ **Birch, Juliet** 14:34
Yeah. Thank you, Kim.
So as you know, we are in the process of onboarding a GIS contractor to support with the the development of the mapping tool, specifically the, you know, tech side of the development. And so some of the phases of the work well, all the phases are represented here on.
This slide we originally showed this to you in December and we'll go into a little bit

more detail about what this means.
But I just wanna share before I read them out loud that some of these phases that are listed here will happen in chronological order based off of the way that they're listed, but some of them actually will happen simultaneously to each other.
So depending on how the contractor's work plan ends up being executed, some of these might end up being paired together where they happen simultaneously just to help you understand.
So the GIS contractor will start by developing a strong work plan to guide their work.
Work and then they will conduct research.
So through their research, they will start uncovering data that already exists in the state that would be helpful to inform the mapping tool, but they'll also start uncovering places where we don't really have reliable data.
So that's what this third bullet is is identifying gaps in data.
You know, there might be things we want to do with the mapping tool that the current data doesn't allow us to do.
The 4th bullet.
Here is developing and integrating data.
So this will.
I think happen mostly in tandem with the Community engagement contractor where the GIS contractor will work to fill those data gaps by creating their own new data and integrating it into the tool.
This fifth bullet here is actually developing the initial tool.
So kind of starting us off with a first draft of what the tool will look like.
Then there will be some more connecting with communities, so working alongside the community engagement contractor to build relationships and bring in more experience based data from community members.
And then we'll kind of start closing out this project with training and capacity building.
We'll talk more about what that looks like, but it's a lot of teaching the public how to use the tool and then teaching us how to use the tool 'cause. We're going to need to know how to use it for.
Decision making and then finally planning for the future, which.
Sounds self-explanatory, but it it'll be.
That'll be interesting. Passing the tool from.
The the contractor to our to us for our long term maintenance of the tool.

So this was that was a quick run through of these phases. But we're gonna talk through each.
Several of the tasks in a little bit more depth just to kind of confirm understanding of what this work is gonna look like. So as we go through, I'm just gonna describe briefly what the task is and then highlight for you where you, as Advisory Council members are.
Welcome to fit in. So the contractors are anticipating.
Being able to work with you guys to a certain degree 'cause, you have really valuable expertise and so we wanna kinda give you fair warning like here's places where you can fit in.
Let's talk about, you know, if you have interest or capacity to support with that somewhere down the line and that'll be a conversation as we continue this meeting.
So first we have project Task 0 which is really just project management.
It's all about the contractor setting up a work plan and setting up coordination structures.
A lot of this is gonna involve having meetings with stakeholders, which could include you guys depending on your capacity and your interest in participating in these meetings.
So highlighted here, one of the roles you could play in this task is actually participating and stakeholder meetings with the GIS contractor to help inform their project planning.
Task One is actually doing that background research and data discovery that we talked about on the previous slide.
So what they'll be doing is researching existing tools, finding sources for data pre-existing data sources about Vermont, and then developing reports to all of us that explain gaps in data that they've found and also explaining, you know, what actually is feasible for our tool to do based.
Off of.
Their findings and their research.
So one of the ways that you guys can fit in to this part of the project is by, you know, if you're aware of any helpful mapping projects that you've used in the past or any data that exists, whether it's about the community you represent or just data.
That you use in in your daily work to inform your work. You can certainly recommend that data to the contractor for their review.
So that we can incorporate it into the tool.

This is where it gets really fun, though. Is moving into tasks too, or task 2, which is all about gap filling and data development.
So this is where the contractor will do a lot of the new work of developing new data that fills any sort of blank spots that we may have about Vermont, that pre-existing data doesn't cover.
Or maybe isn't doesn't cover reliably?
So a way that you guys can support with that is by providing feedback on how relevant the data produced by the contractor actually is to communities you represent.
So they'll produce data and you can say.
This doesn't actually look like my community.
Or hey, this is pretty accurate.
You know what I mean?
Really kind of confirming.
Confirming the data.
Then the next slide on here is task 5.
I'll explain really quickly what that is.
So that's the community engagement and participation portion of the GIS contractor's responsibilities. We are asking the contractor to participate in community engagement activities coordinated by the contractor.
This is important because it helps build relationships and also.
Will help the GIS contractor inform us about how the community.
The engagement data we collect can be appropriately integrated into the mapping tool.
One of the ways that you can support with this is collaborating with the contractors when it comes to public meetings, listening sessions or other community touchpoints.
I know Mariana especially. You've expressed a lot of interest in community engagement and so this could be an opportunity to support.
Engagement that adds, you know, value to the tool.
I'll also just note we skipped tasks three and four here just because they're kind of technical and they're really related to work that GIS experts have to do and there's not a whole lot of a role for the Advisory Council.
So I'm that's why tasks three and four aren't on this slide.
We really just want to highlight places where you guys can jump in if you're

interested in supporting the work.
Finally, this is my last slide on the GIS work. We have task 6, which is testing, reporting and final delivery.
So this is a really important part of their project.
It's all about, you know, doing user testing to ensure that the tool is usable and user-friendly.
They're not only going to provide training to us at state of Vermont, the folks in the covered agency.
Who are going to be using this tool for decision making, but they'll also provide you know information sessions and kind of like trainings for members of the public to figure out how to use the tool as well.
So a really key way that you guys could support with this work is participating in the user testing.
I know lots of folks have talked about the importance of accessibility and things being user-friendly, plain language, intuitive.
So this is a really good way to help to help make sure that the tool is actually usable not just to us, but to members of the public. Anyone who wants to use the tool.
Karla, I see your hands up.

RK **Raimundi, Karla** 23:35
Yes, I wanted to call attention.
Thank you, Juliet.
I wanted to call attention to the question that Marianna put on the chat.
The question is, how are they going to report those findings?
Will they attend our meeting meetings and what I'm writing is that this is actually a really good question, Marianna, and This is why it's very important and the reason one of the reasons why we're having this conversation this early on in the process, there will be a pH.
As Juliet indicated, if you can go back Juliet to the first task.
Where where the contractors both contractors will take time to develop work plans and in that process of developing work plans for how they're going to do their work and who they're going to consult with in the doing of the work, we will have an opportunity to communicate the.
Interests of the Council, so that will be an opportunity for us to communicate.
Hey, we would like to be consulted.

In this particular ways and, we would like to have access to the findings so that we can.
Report on the findings to our communities or that we can provide feedback or identify any concerns that we may have. So that first phase of the project we will have an opportunity to have conversations with the contractors and be really clear about.
The.
The needs and desires of the Council.
And then with regards to the second question that can be folded into the work planning, how many meetings of the Council and the committee should they attend when and where?
And this is a conversation that will then shape the work plan that they will be putting together.
So there are certain restrictions, right?
Budget is one.
And the timeline is another, but we will definitely.
Be folded into and participate in the creation of those outputs.

BJ **Birch, Juliet** 25:43
Thanks for clarifying that, Carla. Does that answer your question?
Mariana, I can't see you on my little screen, but I just wanna make sure that.

M **Mariana** 25:50
Yes, yes it does.
I was just curious if if these things are already prescribed or if we are going to have a chance to actually say what we need.
Like perhaps it will be better that they bring their that they schedule some of the the connections with us in the meetings that we will already be having so that we don't have to think of extra time and also for everybody to be present and not just you.

BJ **Birch, Juliet** 26:13
Yeah.

M **Mariana** 26:17
Know one of us contacting them like that.

Sort of.
Planning that? Like Carla said, it's gonna be it's gonna be brought to us in, in at some point and we'll look forward to participating. And of course, having plenty of time to bring back the information or the questions or the feedback to our communities to you know the.
People that we think will actually.
Be need to be meaningfully consulted, not just ourselves, and that there's plenty of time to bring to do that work.
Ask bring the information and bring back some feedback.
More questions, you know, just to make it meaningful and relevant.
That's all that it seems like that is gonna be the case, so I'm happy to participate and excited about it.

BJ **Birch, Juliet** 27:03
OK.

RK **Raimundi, Karla** 27:05
Yeah, definitely.
I mean the Mariana and I love that you, you know, identified the back and forth between.
Communities, the contractors, counselors, because that's the dynamic that we believe will enrich this process.
That's the representational capacity and sort of like the liaison model that we would like to bring to the creation of this mapping.
Tool to ensure that we're actually communicating what we know to be true on the ground, right?
And make sure that those processes are directly informed. Now with regards to the question or the comment regarding.
Already set meetings.
We have a schedule that's already present all the way through to December and those meetings, some of them may be utilized and we're actually expecting.
Think that perhaps one or two of those meetings maybe utilize for a public consultation and conversation of the mapping tool work, but it's it's foreseen and expected that there will be additional meetings that will take place outside of the public meeting.

So there will be additional time.
That Advisory Council members will contribute.
Review 2.
The creation of the tool for example.
In the work plans of both projects of both tracks, the GIS and the community engagement.
There are conversations about 90 minute kick off meetings that include Advisory Council members.
So then some of those conversations and I think you are identifying a potential need, those conversations may need representation.
Council members, so then thinking about what kind of organizational structure we may need to stand up like a subgroup for the mapping tool so that those individuals can participate in those engagements and then bring back to the larger groups what was learned and what was discussed and further.
Communicate more consultation needs.
To the contractors and to the environmental justice coordinators.
So that we can arrange those engagements.
So yes, we can utilize some of those public meetings.
And it's likely that other meetings will be needed. As you know, this is a long process and the consultation needs to be.
Timed and very intentional so we can not only rely on those preset public meetings.

BJ **Birch, Juliet** 30:07
Thanks for that, Carla.
Yeah, I mean Mariana, you know we have we, there are so many things we're asked to do under the law that we need to talk about in public meeting that we're often like. It's like the different projects are competing for time during our limited time together. So.
Well, I think that you know, to the extent that we can also have conversations about this outside of public meeting. It would just help with the like kind of efficiency of giving the contractors the information they need.
But we'll talk about that more at another time.
So I'm if it's OK with you guys, we're gonna move on, and I'm gonna pass it to Kim just to talk about the community engagement side of this project before we open it up for full discussion.

Barrett, Kim 30:52

Sounds good.
Thank you.
So now we're gonna talk about the community engagement phases.
So again, just like with the GIS, you know side of things, some of these phases will happen chronologically and a lot of them overlap.
So the contractor is gonna be developing a strong engagement plan.
They're gonna be determining data gaps as well.
So, you know, last year and even the year before.
We talked a lot about how there's this big discrepancy between what's happening on the ground and what numerical.
Quantitative data is saying, so they're also gonna be determining more about what that looks like.
They're gonna be determining community needs, engaging with communities, obviously. And then also figuring out how to integrate the data that comes from these engagements and making sure that the GIS contractor can actually use it because that's another piece of the puzzle.
Beyond just collecting the data is figuring out how to get it.
In the tool.
They'll also provide recommendations based on what they're seeing.
Patterns, things like that.
So we'll have a lot of those reports.
We'll talk about what some of those reports are, and then there'll also be supporting with training and capacity building more on the side of supporting community.
So there this will be one of those phases that the GIS contractor in the community engagement contractor will collaborate.
Great. Umm, but also recognizing that the community engagement contractor will support more with translating this information. Umm alongside you will for community.
Alright, so now we're going to talk through the first couple of tasks.
So similar to the GIS Task series, Task Zero is project management.
So this is going to be all about developing their comprehensive work plan.
Not necessarily. Just for the engagement, but for their entire work so.
Same thing. Scheduling BI weekly meetings, figuring out the best ways to stay alive.

With our agency, but also with the GIS contractor and other folks, we also require that they develop a clear communication like method for connecting with you all with Advisory Council members and making sure that that's baked into their project management phase.
So this is another area where again you all can decide how that looks.
Some of your roles for project management or in support of project management could be.
Aligning on goals, deliverables, and timelines similar to what we talked about earlier in forming this work plan early on, making sure that they're centering engagement priorities that feel important to you. And then also informing what the Community needs on model might look like.
And then task one is focused specifically on the outreach and engagement plan development.
So this will focus solely on the strategies, the methods, the timelines that they're going to utilize to gather the input rather.
So some of the things that they'll be doing are setting clear goals for the different communities that they want to work with.
And it's also required that they collaborate with you. All the Interagency committee and obviously an R to do that.
Because you all have the expertise in this area.
Another thing that we're requiring is that they do different types of engagement.
So not just, you know, standard long for meetings. We know that there will need to be different types of engagement.
So this is another area that you all can inform because you all provide engagement and and adapt and collaborate and Co create with your community. So you'll wanna be able to communicate.
Got to be contractor. So some of your roles could be informing and prioritizing outreach and engagement strategies.
Focusing on the communities that you represent, focusing priority populations and then also reviewing the engagement materials for language accessibility.
Alright, now we're going to move on to task 2, which is performing a GAAP analysis and Community needs assessment, which really just means that this contractor is going to be asking a few questions like where are the gaps.
Who has not yet been engaged.
Where did the gaps actually exist?

Like, why are they there?
And then also, how can community engagement, community insights actually address these?
Gaps. So in order to do that, they'll have to review a lot of different resources.
They'll have to review.
Engagement reports that have already been made, and I think in the past, some Advisory Council members have mentioned that you all have, you know, reports or know about other.
Engagements that are happening or have happened.
So that's another area where this contractor will need us.
To provide as much content for them to to review. So some of your roles could be supporting in the identification of engagement and data gaps, highlighting underrepresented populations, servicing barriers to participation so that we can actually address those and get as many folks as possible involved. And then.
Share missing or Community specific data.
All right.
And then we're gonna. So task 3 isn't listed here, and that's simply because that task is also very technical.
It's focused more on how will they actually collect the data, like where the technicalities around that and how will they integrate it.
So task 4 is implementing the actual community engagement and obviously this is, you know, another space where you all can definitely lead. The requirement is that they hold at least.
14 community engagements.
There will be different kinds of engagements we wanna make sure that.
Their representative of the entire state.
And so this is a space where you all can lead and Co facilitate engagement in your communities. I think Carla mentioned, you know, obviously there are some constraints around funding and also timeline. But the wonderful thing is that you all already have established networks.
Folks to collaborate with and all this expertise.
And so there are ways that you know, hopefully we could all collaborate and facilitate additional engagements. More than 14 would be great.
You all could act as trusted bridges between community and government.
Shape engagement strategies through your expertise and with experience.

Another important task is reporting and recommendations.
So obviously working through the length of this project, they're gonna have a lot of findings.
They're gonna be also learning a lot. And so part of this task involves them actually creating reports around, you know, what were some of the patterns that they found with environmental benefits and burdens or what was some of the challenges that they faced?
So I'll be sharing those reports.
And then your role could be reviewing those findings and the draft reports before they come out.
Providing feedback on them, highlighting some of the key themes, patterns and gaps. If there are things that are missing, advising on accessibility improvements and then contribute to a knowledge transfer report, outlining strategies to maintain relationships, build which really just means there's going to be a lot of inform.
And we want to make sure.
That you know, after this contractor completes their work, that we're still able to to move forward.
And that you all as the Advisory Council, are aware of everything that happened and can continue the work moving forward.
All right.
And then we have one more almost done training in capacity building for the purpose of this is for the Community engagement contractor to actually provide not only training sessions but also create materials.
So a role that you all can play is is helping to coordinate those trainings and provide expertise in the best way to share the information.
You can review training materials and then.
And also you know obviously participate in the trainings and invite folks to come.
So.
That was a lot of talking.
That is what we have, at least for the introductory.
Reorientation to the work, and so the idea is after a very long ramble here, hopefully you have more of an idea of what some of the responsibilities and steps that the contractors will take, and then also where you all can fit in and inform. And one thing I.
Say is that.

There's a spectrum.
Some Advisory Council members might, you know, wanna participate in each one of these phases and tasks, and some of you might, you know, you can choose how how you'd like to participate based on your capacity. So.
Let's stop and just see if there are any initial questions.
But after this, we'll have 10 minutes.
Just take a break and then we're.
Actually gonna have a working session where we will give you these slides and you can review the phases and tasks individually and then we'll have a discussion about it.
But any.
Any burning questions or clarifications needed at this time?

RK **Raimundi, Karla** 41:59
I would like to reiterate what Kim mentioned, which is that the goal of that first portion of the conversation.
Is to identify the faces that both contractors will take.
To develop their portion of the mapping tool, and then additionally we tied to the faces and the tasks.
That they will take.
The ways in which you are envisioned to inform those tasks in those faces.
So we attempted to share with you ways in which the contractors are actually thinking about engaging with you all to create the mapping tool.
So those bullets that you see under the tasks, those are ways in which you can contribute.
Under those tasks.

BK **Barrett, Kim** 43:17
OK.
Doesn't look like there are any questions, so let's take. Well, actually, Kate, you're a member of the public.
Would you like to?
Would you like to comment?

JK **Jerman, Kate (she/her)** 43:32

I sure.
And I I think I just wanna reflect back to you that what an awesome task.
I'm just at the beginning of learning about all of these projects, but I am.
Impressed with the way that community can be involved in this and what it will take to set that up so it's successful.
Oh, thank you all for what you're doing.

BK **Barrett, Kim** 43:58
Thanks Kate.
Thank you.
It's so nice to have someone comment whether this is so wonderful.

RK **Raimundi, Karla** 44:08
I love your reaction, Kim.
It's true.
It's it's, it's. It's great to hear from members of the public and I and I do agree.
It is an incredible task and the way that the the request for proposals were developed actually center very intentionally communities and so this is where the Amazing Advisory Council comes in.
Is to help us ensure that that consultation and that engagement occurs the way that we had intended it to.

BK **Barrett, Kim** 44:48
Yeah. Thank you.
All right. So let's take. Let's go ahead and just take 10 minutes.
So we'll see you at 11:10.
Hello everyone.
Welcome back.
OK.
Yeah, it looks like everyone's here.
OK, awesome.
Let's jump into the next section.
And I will pass it to Juliet to get us started on the working session.

BJ **Birch, Juliet** 58:24

OK.
So we just spent probably a good amount of time explaining sort of like what is going to happen as we're developing the mapping tool and how Advisory Council members could potentially weigh in.
Mariana actually made a really important statement in the chat.
Right. As we went to the break, which was like, hey, this actually seems like a lot, just want to make sure that, you know, there's AII.
Don't remember exactly what Mariana said.
But really, getting to the gist of making sure there's a balance between the Advisory Council being part of the process and knowing that like we all have lives and there's it it, it's gonna take a lot of capacity to make this work happen.
So we just wanna make it clear before we get into this discussion that the law technically has one minimal requirement for the Advisory Council, which is to provide consultation on the elements to be included in the mapping tool.
That's all.
That's like the minimal thing that the Advisory Council must do in order to fulfill kind of the responsibilities under the law. We also know that a lot of Advisory Council members are super interested in the mapping tool and so this, these other things that we've highlighted are ways.
That if you have time, if you have capacity, if you have interest and you wanna make it happen, you can weigh in and get involved in other places as well.
But if you're like.
I'm strapped for time and capacity.
What do you need me to do?
The minimal thing we need to do is kind of identify what are the elements that need to be included in the mapping tool, and that's a conversation to be had with the contractor themselves.
But we just wanna make it clear, like, we're not asking you to do all the things we just listed.
So.
What we've been talking about today are just ways that you can be involved in the mapping tool process if you want.
And so we're gonna take some time.
I think ignore the times that are on this slide 'cause we kinda got off from the agenda and I'll I'll ask Kim if you have ideas of corrected timing, but basically what we'll ask

you to do is take a couple of minutes to review the potential contributions to.
The GIS and community engagement phases and tasks that.
We kinda highlighted places where Advisory Council members could weigh in, and then we'll take some time.
Time collectively, where each of you will share, you know, here's places where I might be interested.
Here's what I can or cannot do.
And we'll, we'll do that through circle process.
So Kim will give give you some those slides to reflect on.
I'll pass it to you, Kim, if you have specifics.

M **Mariana** 1:01:19
Can I ask a question before we move into the individual review time now or later?
OK.

BK **Barrett, Kim** 1:01:24
Uh-huh.
Now it's good.

M **Mariana** 1:01:27
Should I?
Should I ask now?

BK **Barrett, Kim** 1:01:29
Mm-hmm.

M **Mariana** 1:01:30
Cool. Thank you.
Do we have the timeline for us to be able to say how much engagement we can have depending on where some of this task that that we want to be engaged on will be?
So I'm gonna put an example just in case that was not clear like I would like to participate in the community engagement meetings or listening sessions or whatever it is that the the contractor decides.
It will be the way to engage communities.
So say that I want to participate in some of the meetings.

How could I know if I have capacity if I don't know when those meetings are going to be?
Or at least I'm not saying a specific day, but are we, like, maybe? Do we have some frame around timing?
Oh, these things are going to happen in this quarter of this year or these weeks of this month, something so that we can Orient ourselves to know our how much we can contribute based on.

BK **Barrett, Kim** 1:02:29
Mm-hmm.

M **Mariana** 1:02:31
On the reality of the seasonality of life and our own personal lives.

BK **Barrett, Kim** 1:02:35
Yes.

M **Mariana** 1:02:38
And work.

BK **Barrett, Kim** 1:02:38
Thank you. Yeah.
Great question. So.
Just to pull back.
The I'll give you an idea of. So for example you asked about.
When engagements like when will the actual engagements happen?
And so.
Based on.
Not necessarily the exact month, but the amount of time allocated in the work plans for that type of work.
It seems like actually working one-on-one.
I'm not necessarily assuming this, but it's not written in stone.
But the point is that we can expect that working hand in hand with Community could probably start within four to six months.
I don't know exactly, but that's like a time frame for you.

So when we talked about the phases of the work and the 1st.
Task 0, task one.
So project management and then developing that work plan.
That's gonna happen sooner, right?
And so it sounds like from what you had said earlier is that you're interested in doing that work, but you would.
You might also want to inform how you communicate with the contractors, like what that coordination looks like.
So what?
I would recommend just knowing you and based on previous meetings, it sounds like you might wanna be involved.
Just to communicate a little bit about.
Potentially your availability or potentially about what's that like, the methods that are best for you to communicate in the work planning phase and then you kind of zoom away from the work a little bit.
We already know what? Like what?
Your interests are and how best you like to communicate. What's easiest for you.
And then we loop you back in in four to six months, something like that.
Is that kind of what you're asking is like?
When might some of those things happen?
Yeah. So there will be like a natural flow of how folks can fit in.
I I just wanna say I think the the this conversation.
Is helpful because and again, you're this isn't a contract and we're wanting you and you'll see the the prompt questions, but this is also just about where you feel like you can inform the work and where you wanna participate. And so like in the example I just gave.
It sounds like you want to inform you know in ways that work best for you.
You want to inform the project management.
Be hands off and then participate in the engagement.
So that's part of like how the conversation is going to go and then just so you don't feel like we're forcing you to, you know, commit everything. It's just let's look across the Advisory Council, see where people want to inform where they want to participate and hopefully you.
All can also work together.
Other and that way you're not carrying a lot of work or rich isn't carrying a lot of

work or Brittany, but perhaps based on where folks are aligned, you can collaborate to use less capacity or something.
So hopefully that explanation works.
It is 11/20 and I was hoping that if it would be helpful for you all I put APDF in the chat just of the earlier slides that we looked at.
Specifically, the role slide. So if you wanna take like 10 minutes to look at those silently, you're welcome to do that. And then we could come back and maybe just bounce ideas off of each other for 15 minutes and then end the meeting with the next steps and.
The updates.
Just wanna check to make sure that works for folks, and then Carla and you have your hand up.

RK **Raimundi, Karla** 1:06:34
Yes, thank you so much, Mariana.
That's a really important question, and there are ways in which we can help mitigate some of the burden of contributing to this work should advice should some Advisory Council members contribute to it?
The the answer to your question regarding a timeline, we will have a timeline. Once we engage the contractors in the development of a timeline, they propose timelines with their responses.
And what they identified were periods of time.
So the first phase you know for example.
In one of the contractors, the community engagement contractor, they identified that perhaps it would take two months, right?
Then the next phase would take two additional months now, but that's their proposal in isolation of the consultation with the GIS contractor.
So then that consultation and that engagement needs to occur so that they can align and we can have.
A very clear timeline of when things are going to take place, but yes, we will know more or less when each of the phases will be implemented. Now in terms of how can we tackle this, we could create a subgroup sort of to alleviate the burden on the.
The.
Council at large.
Were, or perhaps some individuals contribute to the review of reports?

Some participate in engagement meetings.
In public meetings.
In meetings with certain communities, so there are many ways in which we can make sure that we actually get your input.
But if you are interested in providing it, but that doesn't that in a way that does not overburden.
Counselors. So there are many ways in which this can be tailored.
I think it's important.
To give ourselves a little bit more time to align those timelines. And then we'll come back to you all with a specific timeline so that you can look at your calendars and then have a a more informed response.
At this time, like him indicated, it would be really helpful.
You have now a big picture of what things the contractors will be doing.
And knowing where you would like or where you feel inclined to contribute would be very helpful for us to know so that we can communicate this to the contractors and they can actually build it into their timeline.
But this is not going to be the only conversation.
This is really preliminary.

BK **Barrett, Kim** 1:09:40
OK.
Thank you.
I'd like to give us just 10 minutes to look at the.
The phases and tasks one more time, so we can just come back at 11:30.
Feel free to come back earlier if you don't need that much time, but just want to offer some quiet time to to process it a bit more.
We'll see you at 11:30.
Welcome back everyone.
So we.
Originally had dedicated time like unstructured time for you all.
So I think what we can do is is kind of combine the discussion and instead of us facilitating it.
We can, you know, you all can share and and lead the discussion.
I would just advocate for space dedicated space for Brittany and Vince to share.
Umm.

And then, yeah, if you all have spots on uh faces and tabs, errors of the work that you're interested in informing or participating in, that would be helpful to know.
Again, just high level.
And then also if you have any reflections on.
How you might want to bring community in you may not be in the stage to assess that, but if you have reflections.
That would be also great too, Jane.
So we can do that between now and 11:50 and then we'll just wrap up with the next steps and updates.
So I'm gonna call back and open the floor to all.

RH **rich holschuh** 1:18:52
Thank you, Kim.
Uh.
Just.
I don't have a whole lot to say here because this is like like as Mariana pointed out, it's a lot.
It's a lot to look at.
Without.
Actually getting into what these plans might be, or or have been proposed by contractors, it's hard to respond.
Substantively, but.
I I noted that looking at the slides that Kim shared.
The the EJ mapping section and the Community engagement section both started out with a bullet point outline and I looked at that outline first and I circled what jumped out at me and then.
As you get into the, we get into the enumerated tasks. Following that, in each of the two sections there, they're almost identical to the ones that jumped out at me.
So sort of an intuitive.
Approach.
Working on developing the plan, identifying gaps and connecting with communities where the three that jumped out on me at me, on all on on both of those sections and that's primarily where the tasks align.
Beyond that, I don't really have a lot of specifics to talk about yet.
I'll know better later.

As they say.
So.
Yeah, I'm gonna just let that rest there for a minute.
You guys kind of already did it.

Birch, Juliet 1:20:35
And rich.

rich holschuh 1:20:37
Sorry.

Birch, Juliet 1:20:38
Sorry, I was wondering if I could ask you a follow up question.

rich holschuh 1:20:40
Oh please.

Birch, Juliet 1:20:42
Yeah. When you talk about like and I, this is all hypothetical now because you know, we're as as Carlo mentioned, we're we'll have more information about like timeline and stuff. Once we actually create that with the contractors.
But when it comes to like your interest in actually engaging with communities, do you have things that you want to see?
For example, the community.
Engagement contractor do that.
Like that you just wanna highlight when it comes to engagement that would like help you and your community get involved.

rich holschuh 1:21:17
Mm-hmm.
OK.

Birch, Juliet 1:21:25
Also, I know it's putting you on the spot. You can say I'd rather just think about it.

rich holschuh 1:21:28

No, not.
Not at all.
Sometimes I would feel free to say that, but I mean I'm OK.
I I feel like.
I'm probably not alone in this.
Our the community said I'm charged with representing our kind of all over the place and it's difficult.
It was challenging.
It's challenging to come up with a an approach that's just gonna find everybody and and.
Solicit their input their comments.
The only thing that comes to mind right off the top of my head would be to have the contractors.
Visit.
The Council meetings or or set up a meeting with leadership for the.
For Vermont State recognized tribes scattered around the state and maybe meet with the Commission itself and do a presentation.
Of you know, if I think they usually try to limit those to like fifteen 1520 minutes.
So the Commission knows what's going on and then they can relay that back to their communities to the degree that that is successful.
I know we all struggle with.
Follow through.
Doesn't always happen as much as we'd like, but.
Umm.
That's that's kind of my.
Immediate response.
Is it those four communities?
Visit the Commission.
It does not provide a means of.
Meeting with folks that are not in those communities, which I I completely recognize is always.
Something that we forget. We it's easy to focus on everybody that has a label and everyone else gets dropped and that's what EJ is all about.

So there's no easy way to bridge that gap.
It's helpful to keep it in mind at all times.
That's just definitely the start.

Birch, Juliet 1:23:35
He's rich. That was really helpful.

Raimundi, Karla 1:23:38
Thank you, rich.
I would like to mention that the opportunities identified in the presentation under each of the tasks.
That we're calling.
Opportunities or roles for you all, they're identified, they are incorporated in the contractor's plans.
So these are actually actions that the contractors considered.
You would be important to involve, so those are.
Actually incorporated in the proposals.
What we are yet needing to ascertain is the specific timeline and that will occur when they have opportunities to connect with each other.
And consider.
Things like what you mentioned, the parties and the folks.
Who should be incorporated into the engagement process and the consultation process, and I also want to say that this conversation right now is really, really helpful, Rich and the information that you just provided us with is very helpful because this definitely can inform our contracting processes because we.
Actively in that process of ensuring that the needs are identified.
As tasks in contracts.

rich holschuh 1:25:06
Mm-hmm.

Raimundi, Karla 1:25:06
So thank you so much for sharing that.
Important piece of information with us.

rich holschuh 1:25:12
Yeah, just to follow up on that, I, you, you just named one of the things I was alluding to that I I can't say a whole lot more right now without knowing what the contractors are proposing or what they didn't propose.
And not see, not having seen the proposals, but you're you're mentioning that they do have a list of.
Things they propose to do, and that's that's encouraging, yeah.

Raimundi, Karla 1:25:41
Yes. And what we did was we extracted from the proposals the areas that the Advisory Council was written in and that's what we presented to you all so that you have an understanding of what it is that the contractors are looking to do with your input.

Barrett, Kim 1:26:08
Yeah, I just wanna say thank you, rich, when you mentioned interest in the data gaps keys and the identifying of folks, I remembered what you had shared a while back around.
You know how mapping tools again can be difficult when trying to.
I don't like to use the word capture but illustrate you know, indigenous communities and the.
Borders don't align.
Especially the the ones that the law is asking us to use to identify where folks are so.
I think that even based on that, it would be important to have a conversation about that again in the planning, you know, work, work, plan, finalizing stage to make sure.
And I do think it's a great idea to try to work in a meeting with the Commission at.
The very least.
Just to name that you know, so I'll pull back and see if anyone else would like to share.

rich holschuh 1:27:22
I'll just throw a little quote in there.
While we're talking about mapping and gaps.
Probably most of you have heard the expression. The map is not the territory.

Right, it's entirely subjective and mapping itself as a process is.
Culturally bound.
And So what you decide to put on a map is what your culture decided was important, and your map's gonna look really different.
Somebody else's. So we all know this.
Map is not the territory.
It's a wonderful quote.

RK **Raimundi, Karla** 1:28:30
Brittany.

WB **Watson, Britaney** 1:28:34
Yes, sorry.

RK **Raimundi, Karla** 1:28:37
Wondering if you have any thoughts.
For areas of interest that you would be particularly inclined to participate in in form, connect folks to.

WB **Watson, Britaney** 1:28:55
I agree with like what Rich said earlier in terms like I think for me it'll be ideal for me to like take a beat, look through it and then provide my recommendation, right? Just so I can give a thoughtful of a response.
As possible.
And I did have a question around that for the actually, never mind.
No, I don't. Sorry. Thanks.

BK **Barrett, Kim** 1:29:31
No worries.
Mariana, did you have a very thought now that you had a more time to look at the slides or heard from Brittany and Rich?

M **Mariana** 1:29:49
Not much. I highlight what Rich said. I think that.
Is perhaps the most relevant.

Piece of this discussion, just to make sure that we continue working, but remembering that somehow we got to reach out to the people and engage with the people and with the communities.
And considering what?
Would recognizing how difficult it is. It is still important.
I hope that the contractors.
Keep that in mind and.
Yeah. Do their best effort to do that.
I feel the contractor that we chose for or I think we ended up choosing the contractor that we all discuss about for community engagement in in our subgroup.
I was engaged in that subgroup.
They seem.
They seem very attuned, so I I I have a lot of hope on them.
And it was very helpful for me to understand the difference between informing and participating.
So I think I'll like to inform the earlier tasks, or at least I would love for to see the contractors coming to tell us those least like Rich was saying.
Come early in the state to to our next meeting and take a chunk of time and tell us what you think you will be doing and we can brainstorm and have that conversation.
So yeah, the both for the GIS and this community engagement task 01 and two seem to be where I would like to inform or consult or have a saying or have a brainstorm on opportunity to to engage there. And then in terms of participating, I understand that.
The implementation is on the agencies of, so I'm not sure if.
There will be a lot, a lot of room for for us to participate and also.
Depends on capacity and what these specific participation look like, but I would love to.
The Community engagement task #4 seems where there's going to be a lot of opportunities to participating and perhaps.
I would love to have that opportunity to the best of my ability.

BK **Barrett, Kim** 1:32:25
It's beautiful.

M **Mariana** 1:32:25

And I don't.
I don't know if this is the time also, but I I do also have. I think this could be said later, but I also have.
Some ideas of how the contractors the contractors can come and visit our food security networks, formerly known as the Hunger Councils, and also get ideas from them on how to.
Have a talk with people that are currently struggling.
It's for security.
And have their voices represented.
That's all.
Thank you.

BK **Barrett, Kim** 1:33:02
Thank you, Mariana, that was great.
Thank you, Rich and Brittany.
This was helpful for us.
Because I feel like we have an idea.
Of where you're at. And so I hear.
Especially you, rich and Brittany.
You're kind of saying this sounds good right now you're interested in these general things, but you'll have more to contribute when you have the timeline and the specific work plan, and that's helpful.
Because in this phase you know as we nail down the contracts, we're able to communicate that we're able to say we have wanted to Advisory Council members who are interested in forming the like task zero and task one.
But perhaps there are others who are really going to be more engaged with you after we solidify that plan.
Like, that's why that's helpful.
So don't feel like you're being unhelpful. Is what I'm trying to say.
Do you all feel like you have a good understanding right now, at least on?
What the roles are like, I just want a little bit of feedback on how if you felt like we translated the information well or if you have any feedback on how we could have done it better.

RH **rich holschuh** 1:34:31

I yes, I I I can respond positively to that. I feel better now that I did a few months ago. I think I kind of have a better grasp of both of these processes.
And.
I.
I I feel like I can engage on them now and understand what I'm doing a little better. Exactly what I'm gonna be doing. I don't know yet as we're saying, but I feel like I can begin to approach it.
Without feeling overwhelmed at the moment, that could change.

RK **Raimundi, Karla** 1:35:11
I like that rich, that may change.
Hopefully, hopefully we can have conversations around.
How to not get there?
Through perhaps strategic.
Alignments and conversations around how to best support.
The mapping to work as you know this is an incredibly important and deliverable under the law.
It is set to.
Influence almost all of the other deliverables in the law, so if there there are any areas that you would like to be.
A participant on please let us know.
Your voices.
Are the components that are gonna make this work?
Fruitful and meaningful.
So we need to make sure that.
We.
Center The engagement processes around the expertise that you have in the communities that you work with.
Belong to represent.
So there's there, there. There's plenty of opportunities to.
Inject your knowledge in the process.

BK **Barrett, Kim** 1:36:47
Awesome. OK, well.
We'd like to give you some updates and talk about next steps and then we can end

the meeting, maybe a little early.
All right, so.
See Juliet. Do you wanna talk through updates? I don't.
We need this to see the slides.
Up to you though.

Birch, Juliet 1:37:08
I will.
I am pretty started sharing so I think I'm just gonna leave it up.
It also helps me a little, but I'll try and be quick.
In the interest of finishing early.
So first and foremost, as you guys know, last year you all and the interagency committee expressed interest in creating a community engagement subgroup that would be dedicated to making, you know, some sort of guidance that would help the covered agency.
Create their community engagement plans and maybe establish some consistency across those plans instead of everybody kind of reinventing the wheel.
That group has met a couple times and is actually going to be meeting again tomorrow. Yay.
Badiana not to put you on the spot, but is there anything that you'd like to share on behalf of the group?
Because you've been to all the meetings so far, and I'm I'm certainly a voice that's been heard.
I think a little too much in this meeting.

Mariana 1:38:10
No, I'm. I'm fine.
Unless you want me to share something specific, I think it's going along well and I'm I'm just very moved by what reaches speaking about. So I am having a moment here.
So I I don't need to say anything unless you want to say you want me to say something.

Birch, Juliet 1:38:33
No, no, sorry. I didn't mean to put you on the spot and I didn't mean to interrupt your moment.

I appreciate you though, Mariana.
And yeah, that's really the update is that this group has been meeting and if you're if you have any interest in joining a meeting, we meet more or less BI weekly for about an hour.
But you know it's not required.
So let us know if it's always an open invitation.
Next baseline spending reports as you know, covered agencies have to create.
Baseline spending reports that basically outline the investments they've made towards environmental benefits over the last three years or so.
And those reports are actually do this Friday, so expect an e-mail in your inbox because we'll be sending you those reports.
They're they're made publicly available.
It's mainly we're required to submit them, you know, to like the public, but we want to make sure that you guys actually get them in your inbox in case you're interested.
And taking a fine tooth comb to some of the contents.
I'm gonna skip the IAC meeting.
Recap just cuz I wanna respect your time today, but Long story short, the IAC.
The IAC met in January to talk about the baseline spending reports and prepare for the reporting deadline.
And we're on a good track for that.
One big thing is that you may have gotten emails about the kind of the working on excellent partnership, formally known as the Buddy System.
I know several of you here have responded to the survey that was sent to you about that buddy system to get kind of paired with one or two IAC members.
And so if you haven't responded to that survey and you are interested in having a buddy, please.
Find that survey.
And respond to it. 'cause. We'll get you set up, and we're hoping to start, you know, informing people of who they've been paired with either.
Late this week, or maybe next week. I'm not totally sure.
I forget what we decided, but keep an eye out for that.
And last thing, this one's a sad one.
Not not for, not for Walter, but for us.
Walter did resign from his seat as an environmental justice focused population representative for the Advisory Council.

All for good reasons.
He is opening a new, really exciting chapter in his life, but that space is vacant.
Now, so we're going to be seeking to fill it and just wanted to let you guys know.
So those are the updates.
Are there any questions ran through that pretty quick?

RK **Raimundi, Karla** 1:41:26
I would like to take a moment, Juliet, to thank Walter for his contributions to the Council.
He was a very active participant and contributed meaningfully to the completion of some really important deadlines.
So thank you so much, Walter.
You will be missed.
Wish you the best of luck of looking this new chapter and you will always have.
Friends here and at the agency of Natural Resources.
Again, thank you very much and the best of luck.

RH **rich holschuh** 1:42:04
I.
I'd like to add to that. I I I will say that when Walter was able to attend, I always appreciated his very thoughtful.
Comments and questions.

BJ **Birch, Juliet** 1:42:14
Yeah.

RH **rich holschuh** 1:42:15
He was paying attention.
And if you folks to send him a letter acknowledging that resignation, maybe you've already done that, please.
Add my best wishes and thanks.

M **Mariana** 1:42:30
Yeah, I like to join that too.
If you do that, it was great.

Birch, Juliet 1:42:34
Awesome.

Mariana 1:42:35
Thanks. We'll miss him.

Barrett, Kim 1:42:38
We'll definitely do that.

Birch, Juliet 1:42:42
I'm gonna stop sharing my screen. I think that that's kind of what we got for today.

Barrett, Kim 1:42:47
Yeah. The only next step we had was just if you want to talk more about any of this or have any questions, let us know as usual.
And if you want to think through and it sounds like this doesn't apply, but we'll just share it if you'd like to think through how we might wanna involve community down the road, you're more than welcome.
But I do recognize that you all would like some more information.
So no worries on that.
Thank you for your participation today.
Yeah. We appreciate you for showing up and also for your feedback as well, so.
Enjoy the rest of your day.

Birch, Juliet 1:43:35
Thank you.

Barrett, Kim 1:43:38
Alright.

Barrett, Kim stopped transcription