

Chair calls to order meeting at 3:04 pm ET.

Attendees:

Advisory Committee Members

- Nader Hashim
- Ashley Reynolds [left meeting at 3:30 pm]
- Xusana Davis [entered meeting at 3:21 pm]
- Julio Thompson

VT Cannabis Board Members:

- Julie Hulburd
- Lindsay Kurrle [entered meeting at 3:18 pm]

NACB:

- Gina Kranwinkel
- Geoffrey Gallegos

1 member of public

Minutes recorded by John O'Donnell.

\* Geoffrey Gallegos entertains a motion to approve the Board's minutes for the October 21 meeting. Member \*Ashley Reynolds moves. Member \*Nader Hashim seconds. Minutes are approved.

**Notable comments:**

[Agenda and discussion set by accompanying Powerpoint slide presentation]

Possible Disproportionately Impacted Communities

[slides 6-8]

\*Gina Kranwinkel- [presentation] Suggested Disproportionately Impacted Communities in Vermont:

Brattleboro  
Chittenden County (Burlington and Winooski)  
Essex County  
Orleans  
Rutland  
Bennington  
Springfield

\*Nader Hashim- Over-policing of a community creates disproportionate impacts. Two communities notorious for over-policing are Rutland and Bennington. Burlington has the highest concentration of BIPOC members.

Aside from these additions, the counties on the list are what he would expect to see (from his Police background).

\*Gina Kranwinkel- Makes a distinction, that these communities on the list are those which experienced past harm, at the time when cannabis was not legalized. As such, the listed communities should remain constant into the future (now that cannabis is legalized). All the communities in Vermont will change in the future, but this should not qualify them for this list?

\*Nader Hashim- Brattleboro had the highest number of bias incidents in terms of traffic stops.

\*Ashley Reynolds- The aim should be to do the most good in the places where there was the most harm.

\*Julio Thompson- These listed communities are consistent with other long-term issues – e.g. risks associated with health outcomes. Going forward, he does not want these impacted communities, to be viewed in the same way as they were in the past.

\*Julio Thompson- The impacted communities typically sit on the other-side of the law – e.g. poverty; history ; reputation. In this respect, Barre and Addison are candidate communities to add. Consider, also communities that have a large migrant farm worker community.

\*Xusana Davis- Barre is an example of an impacted community – e.g. experienced harm ; under-represented politically ; economic issues ; health disparities. Addison has high representation with people of color.

\*Xusana Davis- A balance needs to be found between past harm versus future harm. The Program is focused on historical injustice, but harm continues to occur.

\*Gina Kranwinkel- By definition, within this subcommittee Program, the social equity candidate is either BIPOC or criminalized.

\*Lindsay Kurrle- Barre City struggles with their reputation – cites the public comment by the Police Chief regarding “recent overdoses”.

*Vote- [slide 9] Possible Disproportionately Impacted Communities [as listed + addition of Barre & Addison]*

\*Nader Hashim- Agree

\*Julio Thompson- Agree

\*Ashley Reynolds- [had already left this meeting]

### Diversity Equity and Inclusion (DEI) Programs

[slides 10-12]

\*Gina Kranwinkel- [presentation]

Diversity, Equity & Inclusion definition: Was the person/applicant historically unrepresented in society.

### Diversity Equity and Inclusion Groups

[slide 12]

\*Gina Kranwinkel- What groups to include under DEI:

Women ; People with disabilities ; LGBTQ

\*Julio Thompson- Those that have a legacy of challenges of pursuing their rights in Vermont:

Immigrant communities ; English not first language ; Religious groups ; People of color

\*Nader Hashim- Add immigrants and refugees.

\*Julio Thompson- “Color” is specifically protected in other Vermont laws.

\*Julio Thompson- If your accent sounds different (e.g. not Vermont), then discrimination can occur. Vermont very protective of it's identity, which can cause prejudice against those not perceived to be "of Vermont" – e.g. the "Flat-Landers". Recent law has tried to address this history.

\*Julio Thompson- Wording to specify "immigrant, or a member of an immigrant household".

\*Nader Hashim- [in addition to previous] "or first generation American".

\*Gina Kranwinkel- "First generation American" is defined with respect to both parents (not just one parent).

\*Xusana Davis- One parent (e.g. immigrant married a Vermont citizen) can be sufficient for discrimination to occur for their child.

\*Julio Thompson- Definition of "household" can be fluid. Need to have a definition that is relatively open, which allows for discretion regarding DEI definition inclusion. Should focus on inclusion in the Program, rather than exclusion from the Program.

[slide 12 edit]

\*Gina Kranwinkel- Diversity Equity and Inclusion Groups:

- Women
- People with disabilities
- LGBTQ
- Immigrants or current member of immigrant family
- Refugees
- Faced discrimination based on race, color or religion

Vote- [slide 12] Diversity Equity and Inclusion Groups

\*Nader Hashim- Agree

\*Julio Thompson- Agree

#### **Public Comments:**

No public comments.

#### **Adjournment:**

Gina Kranwinkel asked for a motion to adjourn. Member \*Nader Hashim moves. Member \*Julio Thompson seconds. Meeting is adjourned at 4:00 pm.

Next Social Equity Sub-Committee meeting is Thursday, October 28 at 3 pm ET.