

NOTES
Bristol Equity Committee (BEQC)
10/23/2025

Agenda Item	ACTION/DECISION
Committee Members present: Krista Siringo, Bryan Plant, Ainaka Luna, Betsy Blair Also present: Tabitha Moore, Porter Knight	
Call to order: 7:05 pm	-Ainaka Luna will facilitate next meeting
Public Comment Period	n/a
Addition of Items to Agenda	n/a
Review notes from September meeting	skipped
Old Business Community Voices Project with Tabitha Moore <ol style="list-style-type: none"> a. Round robin response to the question “Why do we need an equity committee?” b. Each committee member suggest populations/groups for outreach and ideas for reaching these groups c. Group learning and practice (led by Tabitha) “How Bias Becomes Business” d. Next steps and timeline 	See additional notes below. No action taken. Next steps, for next meeting: -committee members to consider groups mentioned and think about which they may be comfortable approaching -committee members to consider questions to be used when we invite community feedback on Core Values
New Business <ol style="list-style-type: none"> a. Information swap 	
Next Meeting	Wednesday December 4, 2025 at 7:00pm (skipping November, meeting earlier in Dec)
Adjourn at 8:30 pm	

NOTES
Bristol Equity Committee (BEQC)
10/23/2025

Additional notes:

Thoughts on “Why do we need an equity committee?”

Betsy – Guided by Christianity and Jesus’s leadership with equity and inclusion. “So that we can continue Bristol’s tradition of letting everybody be their own kind of person.”

Bryan – To make sure that Bristol works as well as it can for everyone

Ainaka – data show many many statistical disparities in equity in VT which demonstrate widespread discrimination against people of color, LGBTQ, and other vulnerable people (indigenous, farm workers). Silence perpetuates discrimination. This committee can educate people who live in privilege so that they understand (not deny) the disparities, and can use privilege to work to repair the systems that damage vulnerable people.

Krista – more than 1 in 4 adults has a disability and as we age it is likely we will also. Disability is away to connect especially in a majority white state. When barriers are removed (shop, school, recreate) allows all people to live up to their full potential. But for people of other groups (like POC) the barriers aren’t as physically obvious. I would like to see our community be a place where all of those barriers can be removed so that everyone can live up to their potential.

Ideas regarding populations/groups for outreach

Churches
Seniors
Unhoused
Veterans
Mental health community
Teens/HUB
LGBTQ+
BIPOC
Educators
Families of school age children
Businesses in town

Social organizations
Masons
Legion
Police
Bristol representatives & boards/committees
Farm workers
Social Services organizations
People living in poverty