



**CITY COUNCIL Agenda Item #19-021**

**Date: January 24, 2019**

**Consent  Discussion**

**SUBJECT:** Appointments to the Social & Economic Justice Advisory Committee

**SUBMITTING DEPARTMENT:** City Manager

**RECOMMENDED ACTION:** Make appointments to fill vacancies on the Social & Economic Justice Advisory Committee.

**STRATEGIC OUTCOME/INITIATIVE:** Inclusive, Equitable and Welcoming Community

**EXPENDITURE REQUIRED:** N/A

**SOURCE OF FUNDS:** N/A

**LEGAL REQUIREMENTS:** No legal requirements; Council makes appointments to fill vacancies on City Boards and Commissions

**BACKGROUND INFORMATION:** The Montpelier Social and Economic Justice Advisory Committee's mission is to promote diverse socio-economic, racial, cultural, and gender inclusivity and awareness among the city's residents, businesses, and in municipal affairs. This group will help make Montpelier a city that cultivates and embraces diversity. The committee will also assist the City in addressing the goals laid out in the Master Plan and its yearly goals, as they pertain to social and economic equity and justice.

There are three vacancies on the committee. Staff advertised and received applications from **Janell Perry, Shaina Kasper**

**SUPPORTING DOCUMENTS:** Applications

**INTERESTED PARTIES:** City Council; Social & Economic Justice Advisory Committee; Applicants

**CITY MANAGER'S APPROVAL:**

A handwritten signature in black ink, appearing to read "W. Hoffman".

# Online Form Submittal: City of Montpelier Boards & Commissions Application

noreply@civicplus.com

Sent: Friday, December 28, 2018 6:35 PM

To: Jamie Granfield

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## City of Montpelier Boards & Commissions Application

### APPLICATION FORM MONTPELIER CITY BOARDS AND COMMITTEES

Please use this form to express your interest in serving on a particular board/committee or commission. For information on our boards and committees, please visit <https://www.montpelier-vt.org/committeevacancies>. The Montpelier City Council makes appointments to board/committees at their regular meetings as vacancies occur. Completed applications are public documents and are subject to the Vermont Public Records Act.

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***The Montpelier City Council is committed to seeking diversity on all boards, committees and commissions, including but not limited to geographic, racial, gender, cultural, age, socio economic diversity. Montpelier residency for applicants is preferred but not required.***

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Name Shaina Kasper

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Email Address

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Address

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City Montpelier

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State VT

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Zip Code 05602

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Phone Number

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Occupation Community Organizer

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Are you 18 years of age or older? Yes

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Are you a registered voter in the City of Montpelier? Yes

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Are you a resident of the City of Montpelier? Yes

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How long have you been a resident of the City of Montpelier? 4 yrs

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Are you related to any elected City Councilor (including by marriage)?

No

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Do you have any pending litigation against the City?

No

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Name of City Board or Committee: (If applying for more than one board/committee, please list order of preference)

(1) Solid Waste Management Committee (2) Social and Economic Justice Advisory Committee

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Are you currently serving or have you served on any City board or committee? If so, please list and give approximate dates.

No

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***Please answer each question in as much detail as possible.***

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Education/Credentials:

Macalester College, Saint Paul MN, Bachelor of Arts in Political Science and Environmental Studies, May 2013; Shelby Davis UWC Scholar, Honors Thesis, Pi Sigma Alpha, Citizenship Award, Service Award. International Honors Program, Sept-May 2012, Comparative study program in USA, Turkey, Tanzania, India, New Zealand, Mexico on Comparative Social Movements and Environmental Justice. (And toured landfills on four continents!) Armand Hammer United World College of the American West, Montezuma NM, Shelby Davis Scholar, May 2009; International Baccalaureate program representing 200 students from 90 countries; Two-year full scholarship. Mount Mansfield Union High School, Jericho VT, High School Diploma, May 2008 (attended freshman to junior years, left May 2007); Class representative and student body secretary; Organized Global Awareness Day for student body.

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Professional activities that relate to this board/committee:

Toxics Action Center, Montpelier Vermont, Vermont and New Hampshire State Director, Aug 2014 - Present - Facilitated nearly 100 community organizing consultations and held hundreds of leadership development meetings leading to several significant victories including closing Vermont's last municipal landfill in Bristol VT, stopping of a resurgent incinerator proposal in Claremont NH, and winning two town votes to halt a landfill expansion in Bethlehem NH. -Organized over a dozen community activist networking events, convened and facilitated over five coalition facilitation roles. - Meaningful participant in Universal Recycling Stakeholder Group and Beyond Waste Advisory Groups as part of Vermont's Universal

Recycling Law implementation. - Organized with Greenland Safe Water Action in Rye, NH to bring EPA Administrator Dunn to come to commit to remediation of PFAS contamination from the Coakley Landfill. - Trained Don't Undermine Memphramagog's Purity (DUMP) activists fighting the Casella Landfill in Coventry VT; Working on Waste activists fighting the Wheelabrator incinerator in Claremont NH; Growing without Garbage activists fighting the Casella landfill in Bethlehem NH; and more. - Report research and expertise cited in: "Trash in America" with the Frontier Group Feb 2018; presenter at the Global Anti-Incinerator Alliance (GAIA) Conference May 2017; "North Country Zero Waste Report: A Sustainable Economic opportunity for Bethlehem, NH" August 2018; and more. Other Relevant Experiences: - Managed Canvass Offices for the Fund for the Public Interest in Cambridge, Boston, and Amherst MA for three summers recruiting, hiring, training, and managing over 60 staff knocking on 300,000 doors and fundraising over \$1 million on political issues including the bottle bill. - On the grant review and grant-making committees for New England Grassroots Environment Fund (NEGEF) in Newmarket, NH (Spring 2016, Spring 2017, Fall 2017) Social and Economic Justice: - Raise Up Massachusetts, Metro Boston, Massachusetts, Regional Field Director, Jan 2014-Sept 2014 Organizing communities to raise the minimum wage and earned sick time for all through volunteer recruitment and leadership development, event organizing and more to collect over 100,000 verified petition signatures to get the questions on the ballot Nov 2014 and to win. - Progressive Massachusetts, Boston, Massachusetts, Field Organizer, June 2013-Sep 2014 Start over 10 chapters across the state to work on local and state progressive policies, assist with endorsements with Mass Alliance and Right to the City Vote coalitions, assist with fundraising, manage volunteer database and website, and run and win over 10 progressives for local office.

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Community activities that relate to this board/committee:

At Macalester College, I was the Environmental Task Force Leader of Minnesota Public Interest Research Group (MPIRG) where I organized events and policy campaigns to close coal-fired power plants, pass Complete Streets legislation, and enacted campus-wide composting and neighborhood-wide trial of curbside composting (Sept 2009-May 2013). Social and Economic Justice: - Fellow with Jewish Organizing Institute and Network (JOIN) for Justice fellowship program in Boston MA (Aug 2014-June 2015); - Active member on support team for IfNotNow, a nonviolent movement fighting for a vibrant, liberated American Jewish community that supports freedom and dignity for all Israelis and Palestinians (Jan 2016-Present); - Allied Fundraising Committee for Movimento Cosecha, a nonviolent movement fighting for permanent protection, dignity,

and respect for the 11 million undocumented immigrants in the US (July 2017-Present); - Active member and fundraiser of My Sister's Keeper Challenge, an intersectional feminism project of #BlackLivesMatter Vermont (Feb 2017-Present); - Student Organizer of Kick Wall Street Off Campus Campaign by United Students Against Sweatshops, St Paul, MN to divest Macalester College from Wells Fargo, responsible for the most forced foreclosures in the state, culminating in a week occupation of the school's administrative building (Sept 2012-May 2013); - Student Organizer of Fossil Fuel Free Mac, a campaign of 350.org in St Paul, MN to divest Macalester from fossil fuels (Nov 2012-May 2013);

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Why are you interested in serving on this board/committee?

Our waste system is killing us -- I see this every day in communities across the region with my work with Toxics Action Center. The Environmental Protection Agency clearly states that all landfills eventually leak, and what they leak is toxic. Communities around landfill and incinerators bear the cost of the ease of the rest of our "throw-away economy". I have seen this both here in Vermont, and across the country and across the globe, speaking at international conferences on the work that Vermont is doing to move away from burning and burying our trash and to move to zero waste. I have spent years helping local communities to fight back against pollution and to move to zero waste. Vermont has a goal of reducing our waste by 50% by getting all compostables and recyclables out of landfills by 2020. However, our state's progress has stalled. I know that this work of reducing, reusing, recycling, and composting doesn't happen at the state or national level; this work must happen locally. Growing up in rural Vermont, I was used to having a back-yard compost to assist the garden. In my second apartment in Montpelier, I didn't have the space to have a home compost. In February I bought my first house at 21 Kent Street. Once again I had backyard composting which I have been turning into soil for my garden. However, faced with high trash and recycling costs and limited options, I opted to not get my trash and recycling picked up but rather to drop off on Saturday mornings. After only a few months, my small business drop off said that he would be closing his doors and I have had to switch my drop off after less than a year. I care deeply about the success of Vermont's Universal Recycling Program. We must get to 50% diversion from landfills. I am frustrated by the high costs, inequalities, confusion, and general inefficiencies that are currently embedded into the system. I know that local government is where changes get made and how we move to our vision of what we want to see happen. After a few years of working on the outside, I also want to gain some experience of what this work is like from inside local government. Social and Economic Justice: Vermont's few

black, indigenous, and people of color was one of the biggest barriers for me in my decision to move back to my home state. I recognize how I benefit from living in a racially diverse mixed class community that values varied life experiences and backgrounds. I chose to move back to Vermont to help make my community better for me and for all in my community, and to better welcome those who do not yet consider this place a home. I am living on stolen land and acknowledge our area's history of genocide and the continued systemic oppression of indigenous people. Montpelier is a largely white, older, Christian, progressive, and wealthy community. We want our local work on energy efficiency, small business development, water quality, and more, to result in real solutions, not just shift these problems elsewhere (from white communities to black and brown communities, wealthy communities to poor communities, urban communities to rural communities or from the Northeast to other regions in the global south). Because inequity and power imbalances are present in every aspect of our society, our city must show up in solidarity for other communities. This being said, our region IS diverse and in order to benefit from the value of this plurality of perspectives, we must lift up and shine a light on black and brown, low income, immigrant, rural, ESL, tribal, and renter groups that have less political power and are overburdened. We must also educate ourselves, our city officials, and our city residents about race, class, and power dynamics and evaluate and address how these factor into our city's work.

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What talents or experience would you bring to the board/committee?

As a professional community organizer, I facilitate meetings for a living. To me, facilitation means asking specific questions to get everyone to come to agreement around an objective. I know how to draw out important yet quiet voices, come to consensus, set a meaningful agenda, and achieve a group's goals. While I have my own opinions, I am open-minded to others ideas and seek out other perspectives before and during decision-making conversations. Working with communities across the state fighting pollution threats in their neighborhoods and small towns, I know how to work across difference. I see this from my the activists I work with all the time: their kid can be sick from the pollution, but their neighbor's paycheck comes from the polluter, so everyone must work together to come to a meaningful solution. I hold this difference in my own work as well: I can be working with a group to hold a press conference speaking out against a landfill in their town, and the next day sit across the table and encourage the same landfill owner to speak out about how glass must be taken out of the trash stream because it jams up their machinery. Having spent so much time helping communities across the state get their voices heard by their local representatives, should I be

appointed to this position, I will do my due diligence to make sure that I am representing my community's perspectives. I will ask around, do my homework, encourage folks to participate however they are able, acknowledge every problem that I hear, and work to find common solutions. Finally, I have significant professional experience at the local, state, federal, and international level working on waste issues. I have seen how small towns and large cities have transitioned to zero waste and a circular economy. I have learned lessons about what works and what doesn't. I have a vast network of experts, professionals, scientists, and academics that I can call on to assist as well. Social and Economic Justice: I also have a significant network of community-based, identity-based, and issue-based organizations, mostly in Montpelier and around Vermont but also across the region and I would bring this network and these experiences as well.

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Any other comments or information you wish to provide to the Mayor and City Councilors?

I do not believe that I have any personal, professional, or business activities that would affect my ability to make fair and impartial recommendations as a member of a City advisory board or committee. However, I do want to note that Toxics Action Center is currently in settlement negotiations with National Environmental Law Center (NELC) and Conservation Law Foundation (CLF) against Casella and NCES re: pollution in Bethlehem NH; is working on a suit with CLF and NELC in Sturbridge MA; and is helping the community group DUMP organize and fundraise for their private suit in Coventry VT. Please let me know if you have any questions and/or would like to talk about any of these cases further. I am very interested and excited in this potential opportunity and look forward to learning more and hearing from you soon.

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Are you involved in any personal, professional or business pursuit that would affect your ability to make fair and impartial recommendations as a member of a City advisory board or committee?

No

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ACKNOWLEDGMENT

I have read and accept the terms of board/committee appointment.

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By e-signing this application, I certify that there are no misrepresentations, omissions or falsifications on this application.

Shaina Kasper

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12/28/2018

Submitted on:

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***Thank you for your interest in serving the City of Montpelier as a volunteer board or committee member. Your willingness to serve is greatly appreciated.***

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## Jamie Granfield

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**From:** noreply@civicplus.com  
**Sent:** Thursday, December 20, 2018 11:03 AM  
**To:** Jamie Granfield  
**Subject:** Online Form Submittal: City of Montpelier Boards & Commissions Application

### City of Montpelier Boards & Commissions Application

#### APPLICATION FORM MONTPELIER CITY BOARDS AND COMMITTEES

*Please use this form to express your interest in serving on a particular board/committee or commission. For information on our boards and committees, please visit <https://www.montpelier-vt.org/committeevacancies>. The Montpelier City Council makes appointments to board/committees at their regular meetings as vacancies occur. Completed applications are public documents and are subject to the Vermont Public Records Act.*

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Name Janell Perry

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Email Address

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Address

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City Barre

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State Vermont

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Zip Code 05641

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Phone Number

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Occupation Employment Specialist

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Are you 18 years of age or older? Yes

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Are you a registered voter in the City of Montpelier? No

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Are you a resident of the City of Montpelier? No

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Are you related to any elected City Councilor (including by marriage)? No

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Do you have any pending litigation against the City?	No
Name of City Board or Committee: (If applying for more than one board/committee, please list order of preference)	Social and Economic Justice Advisory Committee
Are you currently serving or have you served on any City board or committee? If so, please list and give approximate dates.	Currently serving on Barre City's ADA Committee, July 2018 - present

***Please answer each question in as much detail as possible.***

Education/Credentials:	Diploma- Stowe High School BFA- Alfred University
Professional activities that relate to this board/committee:	In my work at Another Way, I meet people who have been marginalized in our society and in our town, and I hear their stories about injustices they have have borne. I strive to be an active listener to afflicted community members and I do my best to assist folks navigating the odds they must overcome, be it obtaining employment / income and safe affordable housing, access to medical care and mental health services, and overcoming food insecurity, substance abuse, and transportation challenges. I have a broad knowledge of social services available in the area and their eligibility criteria, an intermediate understanding of the Americans with Disabilities Act, the ability to understand legalese, excellent computer literacy, and a penchant for doing tedious research.
Community activities that relate to this board/committee:	I do street outreach to connect with folks in Montpelier who feel "invisible", and to introduce myself and my organization, Another Way, to businesses, service agencies and organizations, and churches. I gently educate folks about language choices and their impact (eg. using person-first descriptions like "person experiencing addiction" versus "junkie") and accessibility considerations, as in how can we be more welcoming to ALL strata of the socioeconomic make-up in Montpelier, which is generally perceived from the outside as white-collar, upper middle class, white, and uptight about property values and image.
Why are you interested in serving on this board/committee?	I am interested in serving on this committee because I am hoping that it will serve as a conduit for voices (who don't feel heard) in our community, and be an effective tool for positive changes in Montpelier.

What talents or experience would you bring to the board/committee? I would bring my critical thinking skills, my ability to articulate clearly, my direct and NON passive-aggressive style of communication, and my trusty nonsense-rhetoric meter to the committee. As a person who is affected by current social and economic justice issues, I will bring my lived-experience to the committee.

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Any other comments or information you wish to provide to the Mayor and City Councilors? I prefer to participate in activities that effectively work toward a shared goal. I am really NOT interested in serving on committees with a loose format that permits a lot of interruption/cross-talk, no task delegation or plan for Next Steps, and dogmatic folks who are unable to stay in an uncomfortable conversation. I would be excited to bridge a liaison for more folks in our community to participate in City choices that affect them.

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Are you involved in any personal, professional or business pursuit that would affect your ability to make fair and impartial recommendations as a member of a City advisory board or committee? No

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ACKNOWLEDGMENT I have read and accept the terms of board/committee appointment.

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By e-signing this application, I certify that there are no misrepresentations, omissions or falsifications on this application. Janell Perry

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12/20/2018

Submitted on:

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