

## **I. Call to Order**

Officers Present: Mayor Kristine Lott, Deputy Mayor Hal Colston Members Present, Margaret Bass, Sean McMannon, Ali Nagle, Kerubo Webster

City Staff Present: Ray Coffey, Phoebe Townsend, Lt. Justin Huizenga

## **II. Public Comment**

None

## **III. Introductions**

Committee members introduced themselves.

## **IV. Group Agreements & Anti-Bias Resources**

Phoebe Townsend: Here are the draft group agreements. These agreements are to create a safe space for discussion and to foster collaboration. Group Agreements are in draft form and will be sent to the group for feedback.

Mayor Lott: Members of our community are committed to building equity and inclusion in the community and on this committee, so we shared some anti-bias resources with the committee ahead of this meeting. Implicit bias tests are a good way to examine your own bias and a process we could use again as we get further in the process with candidates. It is important to make space to think about how we will flush out our biases as we go through this process.

Deputy Mayor Colston: It is interesting how consistent bias is when it comes to race. Stark reminder of how important it is to be aware of our biases and how we manage them.

Ray Coffey: It is hard to change these, but we need to be aware of bias and move beyond it. Encourage group to think about the relationship to this person in the future and their relationship to the city and the community. This will be Ray's direct supervisor. It is important to stay true to the goal.

Mayor Lott: Important to consider other aspects of our identity and experience that we're bringing to this process, beyond the demographics.

## **V. Discussion of City Manager Competencies**

As a way to start the conversation on City Manager competencies, the Search Committee members discussed their long term vision(s) for Winooski.

Sean McMannon: We are looking for a person who is able to manage the complexity and the messiness of the precipice that we're on as a community. We are looking for patience and commitment to inclusion. Taking time and using process, emotional intelligence, and cultural competence. The City has made the commitment to taking next step and it is complicated to implement the operation of that.

Kerubo Webster: Looking for someone who is trustworthy, with a proven record of being trusted. Also relatable. Someone can have the best of resumes but when it comes on how to relate to people, they need to talk to you, tell you how they feel. Trustworthy and relatable. Mayor Lott:

Looking at our Master Plan document and goals, we want a safe, healthy and connected community where everyone has access and everyone can thrive. Consider the human component as we think about the future of Winooski. The demographics have shifted quite a bit. Majority population growth has been nonwhite residents, part of the future we're working toward.

Ray Coffey: Thinking about short and long term - balancing need for immediate decisions with long term vision and how it sets us up for the future. There are two pieces of community work – fast and slow. Looking for someone who can jump on some decisions and move fast and is sometimes willing to slow down and let community guide us and relinquish control. It is not always linear, and look for someone to exist in both of those two spaces in our community.

Hal Colston: A real strength of Winooski is our diversity. My vision for our city is that we embrace it as an asset and make sure we are literally connecting people as we learn and grow together and continue to be involved. Diversity is clearly the strength. Future leader should have skills and competencies that can use that and take it to next level.

Margaret Bass: All of the people in authority are white. I see no real reflection of that in any positions of power in Winooski for the most part. Until that changes, when we look at various communities on the outskirts of town we need to be very conscious of poverty levels. We have a lot of systemic issues, systemic racism and classism that we need to work to undo. People need to be represented around the tables so these diverse voices really matter.

Mayor Lott: Need to consider how important development is in our future plans, or if we have received push back against putting in affordable housing.. Looking for someone who understands how development works and those impacts. Financial aspects, financially sustainable and a community that will be affordable to various people.

The Committee discussed City Manager competencies and Mayor Lott provided feedback from staff regarding desired competencies, provided via email and via an anonymous form. Competencies suggested include the following: Good communicator, Respectful, Big picture focus, Municipal background, Municipal infrastructure, needs and development, Working with union employees, Strategic leadership qualities including innovation, understanding yourself and power dynamics.

Phoebe Townsend: Additional feedback from staff that manager is not authoritarian and does not micromanage.

Ali Nagle: Important to have different types of professional experiences. Diversity in experiences and managing different departments. Committee members provided feedback on competencies to a shared form.

Mayor Lott: We will convene again to discuss competencies and will bring a job description for Committee review. Please continue to submit ideas using the online form and reach out to Kristine or Phoebe with questions and sharing information.

## **VI. Adjourn**