



**VT Human Rights Commission**  
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**VERMONT HUMAN RIGHTS COMMISSION**  
**MINUTES**  
**April 28, 2016**

**PRESENT:** Commissioners: Mary Marzec-Gerrior, Chair, Nathan Besio (via Skype), Dawn Ellis, Donald Vickers, Mary Brodsky. Staff: Karen Richards, Executive Director, Nelson Campbell, Ellen Maxon, and Bor Yang, Administrative Law Examiners, Jocelyn Bolduc, Executive Staff Assistant.

**VISITORS:** Gerald Hashey, and Gayle Burford, Consultants

The meeting called to order at 10:15 by the Chair, Marzec-Gerrior.

The meeting was a staff/Commissioner retreat for the purposes of learning more about restorative approaches to justice.

Gerald Hashey presented an overview of a restorative approach as compared to a traditional justice model and answered questions concerning how this might be adapted to the work of the HRC. Gayle Burford then provided a brief overview of other restorative initiatives in Vermont and internationally.

A group process then explored why a restorative approach might be a good one for the HRC and why doing a restorative approach would matter to the people who contact the agency for assistance or who are respondents in a case. After lunch, in small facilitated groups, the staff and Commissioners shared their understanding of what a restorative approach might mean to our work and continued their exploration into the relative benefits such an approach might bring.

The meeting ended at 3:30 p.m.  
Respectfully submitted:

5/3/16

Karen L. Richards  
Executive Director