

# Health Equity Advisory Commission Meeting Minutes

**Date:** December 2, 2025

**Attendees:** Sarah Launderville, Kate Jerman, Kirsten Murphy, Monica Hutt, Kheya Ganguly, Alex McCracken, Diana Wahle, Sandi Yandow, Joanne Crawford, Mark Hughes, Katie Stetler, Justin Kenney

Agenda item	Notes
Check-in	<ul style="list-style-type: none"> <li>•</li> </ul>
Annual legislative report	<ul style="list-style-type: none"> <li>• Due on January 15. Kirsten is drafting and will share with entire HEAC for others to weigh in.</li> <li>• Aiming to keep to a two-page update and referring to previous years' recommendations.</li> <li>• We will also use this as an opportunity to highlight key pieces of legislation that we are monitoring (for equity implications). We can also ask the committee to testify on certain bills during the session.</li> </ul>
Legislative Session	<ul style="list-style-type: none"> <li>• <a href="#">S.142</a> An act relating to a pathway to licensure for internationally trained physicians and medical graduates               <ul style="list-style-type: none"> <li>○ Aims to address health care workforce shortages, increase culturally sensitive medical practice and diversity in the workforce.</li> <li>○ Would require physicians to have worked 3 out of the past 5 years in their home country, which is challenging because of hurdles people have faced to get to the U.S. (e.g., many are asylees or green card holders).</li> <li>○ We would be the 23<sup>rd</sup> state to pass such a bill, so there are opportunities to learn from others.</li> <li>○ Partnered with the Board of Medical Practice and VT Medical Society to draft the bill.</li> <li>○ This ties well to what Vermont proposed in its <a href="#">Rural Health Transformation Grant Application</a>.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>○ We need to talk about the process for which we analyze these bills, e.g., only through the lens of health equity vs. other issues.</li> <li>● Proposed changes to HEAC through technical bill language: <ul style="list-style-type: none"> <li>○ We agreed to request the report be submitted biannually instead of annually.</li> <li>○ Discussed changes to membership to allow for more flexibility, but did not make a decision today. <ul style="list-style-type: none"> <li>● The list in statute is long, not everyone is able to consistently attend, and others not named in statute may be interested in joining. For example, we could have some specific people/organizations named + categories of groups + more members at large.</li> <li>● Distinction between members, members-at-large and attending as members of the public.</li> </ul> </li> </ul> </li> </ul>
Community Engagement Conversations	<ul style="list-style-type: none"> <li>● Did not discuss, revisit at next meeting.</li> </ul>
HEAC co-chair	<ul style="list-style-type: none"> <li>● Seeking a co-chair! See <a href="#">responsibilities of the chairs</a>.</li> </ul>
Other business	<ul style="list-style-type: none"> <li>● We should discuss the Rural Health Transformation Grant and how it ties to our goals as a Commission.</li> </ul>
Next steps	<ul style="list-style-type: none"> <li>● Kirsten: draft annual report and share for feedback.</li> <li>● All: contact Sarah if you're interested in serving as HEAC co-chair.</li> <li>● Future meeting topics: <ul style="list-style-type: none"> <li>○ Continue discussing whether we want to make a change via a technical bill about HEAC membership</li> <li>○ Community engagement conversations</li> <li>○ Process by which we analyze bills for equity implications</li> <li>○ Rural Health Transformation Grant</li> </ul> </li> </ul>