Diversity, Equity, & Inclusion Toolkit

The VLCT DEI toolkit will be a collection of resources designed to help municipalities center the work of justice, diversity, equity, inclusion and belonging in their decision making, policies, practices, and programs. VLCT’s Equity Committee and VLCT’s Equity Consultant are currently working to produce this document, expected in the Spring of 2022.

In the meantime, VLCT encourages members to learn about the good work many other organizations are
doing already by reviewing the resources on this page.

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Adopt a Statement of Inclusion

Many communities have begun their equity work by adopting a statement that outlines the community’s commitment to justice, diversity, equity, inclusion and belonging work. VLCT’s own statement can be found HERE. VLCT has provided technical assistance and is a listed partner of organizers of The Vermont Declaration of Inclusion. This Declaration of Inclusion is meant to be adopted by a selectboard, city council or trustees – and provides a good first step to setting the table for equity work.

Form a Municipal Equity Committee

One of the first concrete steps many municipalities across Vermont have taken is the formation of an equity committee. These committees take many different forms, from subcommittees of the legislative body of a municipality, to advisory committees to the legislative body made up of citizen volunteers, to completely independent committees. VLCT is aware of several committees across the state. Members can learn more about these efforts at each of the communities’ equity committee websites:

- Barre City Diversity and Equity Committee
- Committee on Equity for Essex
- Hartford Committee on Racial Equity and Inclusion
- Middlebury Diversity, Equity and Inclusion Workgroup
- Montpelier Social and Economic Justice Advisory Committee
- Putney Equity & Inclusion Advisory Committee
- Richmond Racial Equity Group
- St. Albans City Belonging, Equity and Inclusion Committee

Tools to Assist Communities

Vermont Economic Mitigation & Recovery Task Force Municipal Diversity Equity and Inclusion Tool

State of Vermont Racial Equity Office Equity Toolkit
The City of Burlington has a full time equity officer and has curated some valuable municipal resources on their Equity Initiative webpage, including their Diversity and Equity Strategic Plan.

**Training**

VLCT has partnered with multiple organizations to provide equity training to our membership. Some of the more recent programs include:

**Municipal Efforts to Address Equity Presented at Town Fair 2021**

- Municipal Efforts to Address Equity On Demand Recording
- Municipal Efforts to Address Equity Presentation Slides
- Municipal Efforts to Address Equity: Listening Session On Demand Recording
- Municipal Efforts to Address Equity: Listening Session Presentation Slides

**Just or Bust: How Racial Equity is Critical to the Future of Vermont Towns, Presented by Xusana Davis, Vermont Executive Director of Racial Equity at Town Fair 2020.**

- Just or Bust On Demand Recording
- Just or Bust Presentation Slides

Just or Bust Additional Resources

- Municipal Tools
- Action & Allyship Guide
- RETF Report 1
- Grist Article: How Black Land Became White Sand: The Racial Erosion of the US Coasts

**VLCT and National League of Cities REAL Program Training**

- Part 1 Normalizing Racial Equity in Local Government On Demand Recording
- Part 1 Normalizing Racial Equity in Local Government Presentation Slides
- Part 2 Organizing and Operationalizing Racial Equity in Local Government On Demand Recording
- Part 2 Organizing and Operationalizing Racial Equity in Local Government Presentation Slides
REAL Program Training Additional Resources

- Change Management
- Disaggregated Data
- Root Cause Analysis

**Additional Resources**

Other municipal associations across the country are providing equity resources. VLCT recommends learning about these:

- National League of Cities and Towns Race, Equity, and Leadership (REAL) Program
- Local and Regional Government Alliance on Race & Equity (GARE)

There are several Vermont organizations, including non-profit and for-profit consultants, that specialize in equity work, including:

- Vermont Partnership for Fairness and Diversity
- The Creative Discourse Group
- Abundant Sun