

SEPTEMBER 29 + OCTOBER 4 - 8

2021

TRAINING FOR TOMORROW

# TOWN FAIR

VERMONT LEAGUE OF CITIES & TOWNS

## DEI LISTENING SESSION

October 5, 2021

### FACILITATORS

**Nikki Fuller, Esq., SHRM-SCP**  
(she, her, hers)

**Wanda Heading-Grant, Ed.D., SHRM-SCP**  
(she, her, hers)



# OUR PURPOSE

This LISTENING SESSION is a part of a larger effort and step toward identifying and clarifying what matters most to municipalities as it relates to DEI.

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This is an OPPORTUNITY to share your thoughts, observations, and opinions. We will engage in solution-based dialogue to help inform and advance VLCT's efforts to continue to foster a diversity, equity, inclusion mindset, and culture of respect across the state of Vermont.

# GUIDING PRINCIPLES

## FACILITATORS

- ✓ Lead the Session
- ✓ Stay Engaged with You
- ✓ Listen to You
- ✓ Collect Information

## PARTICIPANTS

- ✓ Stay Engaged
- ✓ Prioritize Listening
- ✓ Speak Your Truth ("I" vs. We)
- ✓ Expect & Accept Non-Closure

# LOGISTICS

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- Facilitators will pose several questions over the next 90 minutes.
- Participants are asked to use the raise hand feature.
- The Chat will be disabled until the last 15 minutes where participants will be able to share additional thoughts, observations, and opinions.
- Facilitators will use discretion to redirect comments when necessary to honor the purpose of the Listening Session

# QUESTIONS

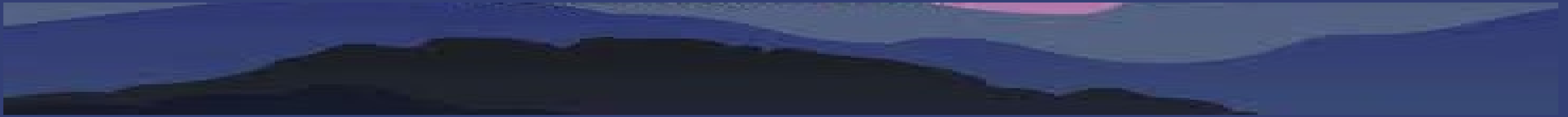
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1. Why is DEI important to your municipality as well as the State of Vermont?
2. What does your municipality need in order to advance DEI?

# QUESTIONS

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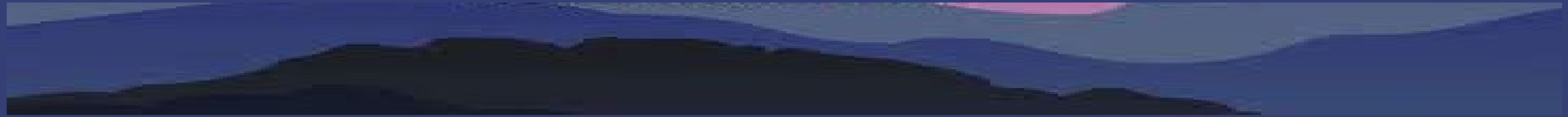
3. In what ways can VLCT be a resource to you as it relates to DEI
4. How does your municipality foster a welcoming and inclusive workplace and community? Or does not?



# QUESTIONS

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5. How does your municipality deliver inclusive services?  
Or does not?
6. What are the challenges that will keep your municipality from advancing its DEI goals and objectives



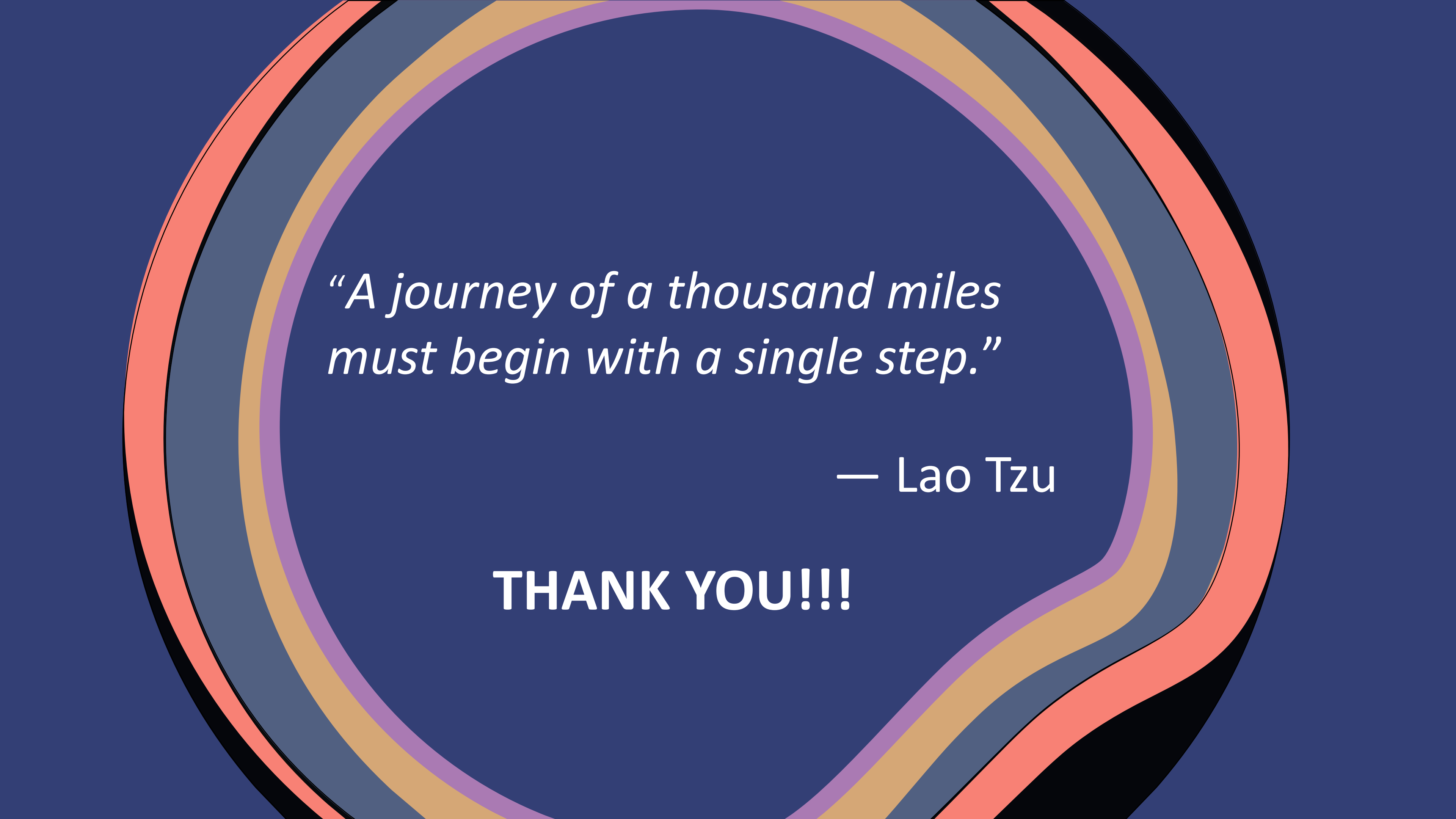
# QUESTIONS

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7. Does your municipality have a set of DEI goals and objectives? If so, share one. If not, why not?
8. Is there anything else you would like to share that hasn't been covered that is related to DEI.







*“A journey of a thousand miles  
must begin with a single step.”*

— Lao Tzu

**THANK YOU!!!**