Municipal Efforts to Address Equity

October 5, 2021

- Ted Brady, VLCT Executive Director
- Elaine Wang, Barre Town Assistant Manager and VLCT Equity Committee Cochair
- Al Wakefield, Declaration of Inclusion
- Bob Harnish, Declaration of Inclusion
- Jude Smith Rachele, Co-founder and CEO, Abundant Sun
- Lindsey Fuentes-George, Middlebury Selectboard
VLCT Equity Committee

WHAT:

This advisory committee to the VLCT Board will help create an action plan for VLCT to actively promote equity and inclusion internally as well as with our members.

HOW:

The committee will discuss and investigate tools municipalities may need and how to develop them, as well as explore other ways the League can support its members as they seek to establish a culture of equity in their own communities.

WHO:

Municipal and equity experts from across Vermont appointed by the VLCT Board.
VLCT Equity Committee

- Background
- As case study
- Takeaways
- What municipalities are doing
VLCT Equity Committee - Takeaways

1. Don’t skimp the groundwork (sharpen the axe - 磨刀不误砍材工)
2. Invest in an equity professional
3. Keep the train moving
What Vermont municipalities are doing

Equity committee types
• Staff only
• Community members with TM/TA staffing
• Selectboard and community members with town staff

Activities
• Statements of inclusion
• Staff-wide training
• Leadership-only training
• Community focus groups
• Policy work
• Equity review of policies
• Build relationships with community groups
• Consultant-created community affinity groups

SEPTEMBER 29 + OCTOBER 4 - 8
2021 TRAINING FOR TOMORROW
TOWN FAIR VERMONT LEAGUE OF CITIES & TOWNS
Declaration of Inclusion

The Town of ____________ condemns racism and welcomes all person, regardless of race, color, religion, national origin, sex, gender identity or expression, age, or disability, and wants everyone to feel safe and welcome in our community.

As a town, we formally condemn all discrimination in all of its forms, commit to a fair and equal treatment of everyone in our community, and will strive to ensure all of our actions, policies, and operating procedures reflect this commitment.

The Town of ____________ has and will continue to be a place where individuals can live freely and express their opinions.

By the ________________ Selectboard on _________________2021.
Rationale for Adopting a Declaration of Inclusion

• Population decline
• United States becoming more diverse
• Vermont one of the least diverse states in the country
• State is losing and not attracting young people
• Businesses can’t find employees
• Economic survival
Our Goal

To have each Vermont municipality adopt and implement a Declaration of Inclusion. Adopt means formal approval by the municipality’s governing body. Implement means the enactment and furtherance of plans, policies, programs, procedures and relevant training which support and advance the intent and spirit of the Declaration.
Declaration of Inclusion Adopted In...

- Franklin
- Pittsford
- Brandon
- Moretown
- Waterbury
- Milton
- South Hero
- Middlebury
- West Rutland
- Rutland City
- Pawlet
- Randolph
- Pittsfield
- Woodstock
- Tinmouth
- Shrewsbury
- Mendon
- Middletown Springs
- Your Town Here!

TOWN FAIR
2021
SEPTEMBER 29 - OCTOBER 4-8
TRAINING FOR TOMORROW
Declaration of Inclusion Being Considered...

- Bennington
- Manchester
- Bristol
- Alburgh
- Mt. Tabor
- Hartland

There are several other towns that have indicated their interest but have not formally moved the Declaration of Inclusion forward.
Including the DOI in Your Own Statement

Middlebury Selectboard Statement of Equity and Racial Justice

Human diversity can be defined as differences in race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical and/or mental capabilities, and religious beliefs, among other differences; and all of these vast diversities exist among and between the residents of the Town of Middlebury.

The Middlebury Selectboard stands with our community and commits to being more visible, vocal, and supportive in our efforts to ensure equity and racial justice, and to directly address systemic and overt racism and implicit bias. We are ready to assist and, with Town staff, will do our best to make a difference.

As leaders, the Middlebury Selectboard commits to strengthening the trust in our community by employing Town staff team members who reflect the values of integrity, compassion and respect for the diversity of all individuals, and demonstrate these high moral values every day.

What follows are concrete ways that we are addressing these issues. We will continue to add to this list throughout the coming months. We welcome your input.

COMMITTEE: The Selectboard has formed a Diversity, Equity, and Inclusion (DEI) Workgroup composed of three Selectboard members – Farhad Khan, Dan Brown, and Lindsey Fuentes-George - tasked with vetting our options for moving forward with our DEI work. The Selectboard is also considering converting the DEI Workgroup to a full Committee, which would potentially include staff members as well as members of the general public.

PARTNERSHIPS: The Selectboard commits to broadening our partnerships in ways that will amplify all of our efforts and help effect real change around these critical issues.

REPRESENTATION: The Selectboard encourages diverse candidates to apply for staff and board positions. We will work to implement new ways to broaden and enhance this outreach.

EDUCATION: The Selectboard commits to investing in additional staff and board training around topics related to implicit bias, racism, and equity at the municipal level. We will also share these resources with the public.

RESOURCES: The Selectboard will work to identify and partner with experts, affected communities and organizations to provide a digital toolkit of resources, including reporting mechanisms, and information available to members, partners, and staff.

REPORTING: The Selectboard will publicize avenues for community members and staff to report racist or discriminatory incidents.

COMMUNICATIONS: The Selectboard commits to including diverse voices, perspectives, and imagery in our messaging and publications.

Brian R. Carpenter, Chair
Heather Stanley, Vice Chair
Nick Artim

Farhad Khan  Lindsey Fuentes-George  Dan Brown  Esther Thomas

SEPTEMBER 29 • OCTOBER 4-8

2021 TRAINING FOR TOMORROW

TOWN FAIR

VERMONT LEAGUE OF CITIES & TOWNS
Declaration of Inclusion Adopted by Vermont

NOW, THEREFORE, I, Philip B. Scott, Governor, hereby proclaim as follows:

1. The State of Vermont formally condemns discrimination in all of its forms and welcomes all people who want to live and work and add richness to our State, regardless of race, color, religion, national origin, sex, gender identity or expression, age, or disability and will protect these classes to the fullest extent of the law.

2. Let the second week of May be known as Inclusion Week to emphasize these ongoing efforts to make Vermont a more inviting state for all people.

3. I call upon all Vermonter to denounce prejudice, to openly acknowledge and address our own implicit bias and welcome and celebrate all people, of all races, colors, religions, national origins, sex, gender identity or expression, ages, disabilities, and continue to work together to ensure every individual can live freely, equitably, and express their opinions free from fear, intolerance and prejudice.

Given under my hand and the Great Seal of the State of Vermont on this 7th day of May, A.D. 2021.

Philip B. Scott
Governor

Brittany J. Wilson
Secretary of Civil and Military Affairs
Contact the Declaration of Inclusion Team

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Norman Cohen
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(802) 558-1998

Liz Weinmann
lizweinmann@gmail.com
VLCT: Town Fair 2021

MUNICIPAL EFFORTS TO ADDRESS EQUITY
ENGAGE IN CIVIL DISCOURSE

- Be honest
- Keep discussions productive
- Participate
- Listen attentively
- Keep an open mind
- Take responsibility for your own words
- Respect the intentions of others
- Don’t be a bystander
- Determine options for action
What Is Diversity?
Planning in Our VUCA World:
Volatility, Uncertainty, Complexity, Ambiguity

VUCA World Template

Volatility
Refers to the speed, volume, nature, magnitude of a phenomenon that may or may not be in a pattern from. Volatility increases complexity.

Uncertainty
Occurs when there are no concrete trends or patterns, which makes it difficult to establish what will happen next and base decisions on it.

Complexity
Describes the number of different states a system can get into at a certain point in time. The amount states a system can get into, the higher its complexity and the harder it gets to manage it.

Ambiguity
Describes a situation where multiple interpretations are permitted and equally valid. This makes it hard to decide what to do in order to achieve the desired outcome.
Equality – Federally Protected Classes

1. Age (40+)
2. Citizen Status (must be able to legally work in the US)
3. Disabilities
4. Genetic Information
5. Military Service
6. National Origin
7. Nursing Mothers
8. Pregnancy
9. Race/Color
10. Religion
11. Sex***
12. Veteran Status

***Now includes sexual orientation and transgender employees, per 2020 Supreme Court Decision
***Biden administration also interprets sex to include gender identity, as did the Obama administration

https://www.eeoc.gov/employees
Equality – Federally Protected Classes

1. Age (18+)
2. Ancestry
3. Gender Identity
4. HIV+ status
5. Place of Birth
6. Sexual Orientation

INCLUSION IS...

**Societal**
The ability to sustain an environment that recruits for diversity at all levels; and that values and respects all members for their unique characteristics.

An inclusive society strives for diversity over “cultural fit”.

**Personal**
A cultural and environmental feeling of value, belonging, being respected. A sense of assurance that I can safely be my **authentic self**.
Think Data.
Plan Strategically.
Act Professionally.
Employment Net Promoter: Vermont

Net Promoter Score™

Employment Net Promoter ® Score: +16

This is calculated as follows:

Promoters % - Detractors %

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promoters</td>
<td>36.1%</td>
</tr>
<tr>
<td>Passives</td>
<td>43.4%</td>
</tr>
<tr>
<td>Detractors</td>
<td>20.5%</td>
</tr>
</tbody>
</table>

+16

- 100

+10

0
Results by Demographic Categories - Level

<table>
<thead>
<tr>
<th>I &amp; B Index</th>
<th>Exec &amp; Senior Mgt</th>
<th>Manager/Supervisor</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relationship with Supervisor</td>
<td>89.0</td>
<td>88.7</td>
<td>84.5</td>
</tr>
<tr>
<td>Relationship with Coworkers</td>
<td>89.4</td>
<td>86.5</td>
<td>81.4</td>
</tr>
<tr>
<td>Treated with Respect</td>
<td>85.0</td>
<td>81.7</td>
<td>78.4</td>
</tr>
<tr>
<td>Satisfied with Culture</td>
<td>80.1</td>
<td>73.9</td>
<td>69.9</td>
</tr>
<tr>
<td>Commitment to D&amp;I</td>
<td>79.9</td>
<td>74.1</td>
<td>73.3</td>
</tr>
<tr>
<td>Advocacy</td>
<td>85.6</td>
<td>80.5</td>
<td>75.1</td>
</tr>
<tr>
<td>Overall I&amp;B Index Score</td>
<td>84.2</td>
<td>81.4</td>
<td>77.0</td>
</tr>
</tbody>
</table>
### Results by Demographic Categories – Service Length

<table>
<thead>
<tr>
<th>I &amp; B Index</th>
<th>New (&lt;12m)</th>
<th>Short - Medium</th>
<th>Medium</th>
<th>Medium - Long</th>
<th>Long (&gt;10 yrs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respondent n</td>
<td>340</td>
<td>454</td>
<td>459</td>
<td>378</td>
<td>587</td>
</tr>
<tr>
<td>Relationship with Supervisor *</td>
<td>86.6</td>
<td>86.0</td>
<td>83.4</td>
<td>86.2</td>
<td>86.0</td>
</tr>
<tr>
<td>Relationship with Coworkers</td>
<td>80.4</td>
<td>81.9</td>
<td>81.3</td>
<td>84.0</td>
<td>85.7</td>
</tr>
<tr>
<td>Treated with Respect</td>
<td>83.0</td>
<td>80.1</td>
<td>76.2</td>
<td>78.6</td>
<td>79.9</td>
</tr>
<tr>
<td>Satisfied with Culture</td>
<td>75.8</td>
<td>70.2</td>
<td>67.2</td>
<td>70.4</td>
<td>73.4</td>
</tr>
<tr>
<td>Commitment to D&amp;I</td>
<td>77.7</td>
<td>73.3</td>
<td>70.5</td>
<td>72.7</td>
<td>76.7</td>
</tr>
<tr>
<td>Advocacy</td>
<td>81.2</td>
<td>77.3</td>
<td>73.9</td>
<td>74.9</td>
<td>77.2</td>
</tr>
<tr>
<td><strong>Overall I&amp;B Index Score</strong></td>
<td><strong>80.9</strong></td>
<td><strong>78.4</strong></td>
<td><strong>75.6</strong></td>
<td><strong>77.8</strong></td>
<td><strong>79.3</strong></td>
</tr>
</tbody>
</table>

*Not statistically significant
Results by Demographic Categories – Gender Identity

<table>
<thead>
<tr>
<th>I &amp; B Index</th>
<th>Female (n=1,233)</th>
<th>Male (n=846)</th>
<th>Non-Binary (n=38)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Relationship with Supervisor</td>
<td>86.0</td>
<td>86.3</td>
<td>74.3</td>
</tr>
<tr>
<td>Relationship with Coworkers*</td>
<td>83.3</td>
<td>83.2</td>
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<tr>
<td>Treated with Respect</td>
<td>79.2</td>
<td>81.2</td>
<td>67.1</td>
</tr>
<tr>
<td>Satisfied with Culture</td>
<td>70.2</td>
<td>74.6</td>
<td>53.3</td>
</tr>
<tr>
<td>Commitment to D&amp;I</td>
<td>74.1</td>
<td>75.6</td>
<td>52.5</td>
</tr>
<tr>
<td>Advocacy</td>
<td>77.2</td>
<td>77.8</td>
<td>67.8</td>
</tr>
<tr>
<td><strong>Overall I&amp;B Index Score</strong></td>
<td><strong>78.4</strong></td>
<td><strong>79.8</strong></td>
<td><strong>66.4</strong></td>
</tr>
</tbody>
</table>

*Not statistically significant

Gender identity pie chart:
- Male: 40.0%
- Female: 58.2%
- Non-binary: 1.8%
We observe some differences in the use of categories across employers, but it is possible to amalgamate all data of staff identifying with a BIPOC category into one of 6 core groups.

Results by Demographic Categories – Racial Identity

<table>
<thead>
<tr>
<th>Racial or ethnic identity</th>
<th>n</th>
</tr>
</thead>
<tbody>
<tr>
<td>African-American / Black-American / Black-Other</td>
<td>24</td>
</tr>
<tr>
<td>American Asian</td>
<td>1</td>
</tr>
<tr>
<td>American Indian or Alaskan Native</td>
<td>2</td>
</tr>
<tr>
<td>Asian</td>
<td>31</td>
</tr>
<tr>
<td>Black or African American</td>
<td>12</td>
</tr>
<tr>
<td>East Asian</td>
<td>6</td>
</tr>
<tr>
<td>Hispanic or Latinx</td>
<td>41</td>
</tr>
<tr>
<td>Indigenous Person/Native American/American Indian or Alaskan Native</td>
<td>2</td>
</tr>
<tr>
<td>Middle Eastern</td>
<td>3</td>
</tr>
<tr>
<td>Native Hawaiian or other Pacific Islander</td>
<td>2</td>
</tr>
<tr>
<td>South Asian</td>
<td>7</td>
</tr>
<tr>
<td>Southeast Asian</td>
<td>5</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>34</td>
</tr>
<tr>
<td>White / Caucasian</td>
<td>1,910</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2,080</strong></td>
</tr>
</tbody>
</table>

Distribution of ‘BIPOC’
- Asian groups 29.4%
- Black groups 21.2%
- Hispanic or Latinx 24.1%
- Indigenous 3.5%
- Middle Eastern 1.8%
- Two or more races 20.0%
Approach them with a positive mindset
Make it work for your whole community

Benefits of Justice, Equity, Diversity & Inclusion

• Creativity
• Balance
• Harmony
• Health & Wellbeing
• Abundance
Thank You

Contact us for more information at Abundantsun.com
DEI Workgroup

Town of Middlebury, Vermont
Lindsey Fuentes-George
Timeline of DEI process - Phase 1: TALKING!

George Floyd’s Murder
May 25, 2020

Calls to defund MPD
June 2020
Contributors:

Community members
IDEAL Middlebury
Town Staff
Entire Selectboard

Results:

Statement of Equity
Focus on meaningful change
Acknowledge limitations
Timeline of DEI process - Phase 2: Seek help

**George Floyd’s Murder**
May 25, 2020

**Calls to defund MPD**
June 2020

**DEI Workgroup formed**
January 2021
Original Charge:

Formed in the January 2021, the Diversity, Equity and Inclusion (DEI) Workgroup is a short-term subcommittee of the Selectboard charged with evaluating potential consulting resources to assist the Board with building capacity to engage the Middlebury community in discussions regarding the local impacts of racism. The workgroup will make recommendations to the Selectboard regarding these resources, help identify community stakeholders to participate in this work, and investigate related matters, as directed by the Board.
Timeline of DEI process - Phase 3: WORK!

- George Floyd’s Murder: May 25, 2020
- Calls to defund MPD: June 2020
- DEI Workgroup formed: January 2021
- Consultants Hired: March 2021
Clarified Goals:

- Gather staff & community input
- Avenue for addressing concerns
- Process for evaluating & changing policies & procedures
- Standing DEI Committee that prepared to carry the work forward
Timeline of DEI process

George Floyd’s Murder
May 25, 2020

Calls to defund MPD
June 2020

DEI Workgroup formed
January 2021

Consultants Hired
March 2021

Staff Survey
September 2021
Thank you!
CONTACT US

• Ted Brady, VLCT Executive Director – tbrady@vlct.org

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• J. Alvin Wakefield, Declaration of Inclusion -- al@wakefield-global.com

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