STATEMENT OF EQUITY AND RACIAL JUSTICE

The Vermont League of Cities and Towns (VLCT) stands with our members 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 local officials, will do our best to make a difference.

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. VLCT is forming an Equity Committee – composed of VLCT municipal member officials and staff, VLCT staff, and partners – tasked with creating an action plan that outlines concrete ways that we will actively promote equity and inclusion, both within the organization and with our members.

PARTNERSHIPS. Working with our colleagues in state leagues, the National League of Cities, members, and other organizations, VLCT commits to broadening our partnerships in ways that will amplify all of our efforts and help effect real change around these critical issues.

REPRESENTATION. VLCT encourages diverse candidates to apply for staff and board positions. We will work with the Equity Committee to implement new ways to broaden and enhance this outreach.

EDUCATION. Working with the Equity Committee and partners, VLCT 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 our members.

RESOURCES. VLCT will partner with experts, affected communities and organizations to provide a digital toolkit of resources and information available to members, partners, and staff.

COMMUNICATIONS. We continue our commitment to promoting inclusion of diverse voices, perspectives, and imagery in our messaging and publications. These efforts will be informed and supported by the work of our Equity Committee in finding ways to showcase and improve our practices around these issues.

November 12, 2020