IDEAL VERMONT

INCLUSION DIVERSITY EQUITY ACTION LEADERSHIP

A STATE OF VERMONT EQUITY INITIATIVE

VERMONT RACIAL EQUITY

Why do we need a program like IDEAL Vermont?

To help us understand the need,

Let’s look at two

Critical & Foundational

Concepts:

- **The Dunning-Kruger Effect**
- **Unconscious Bias**

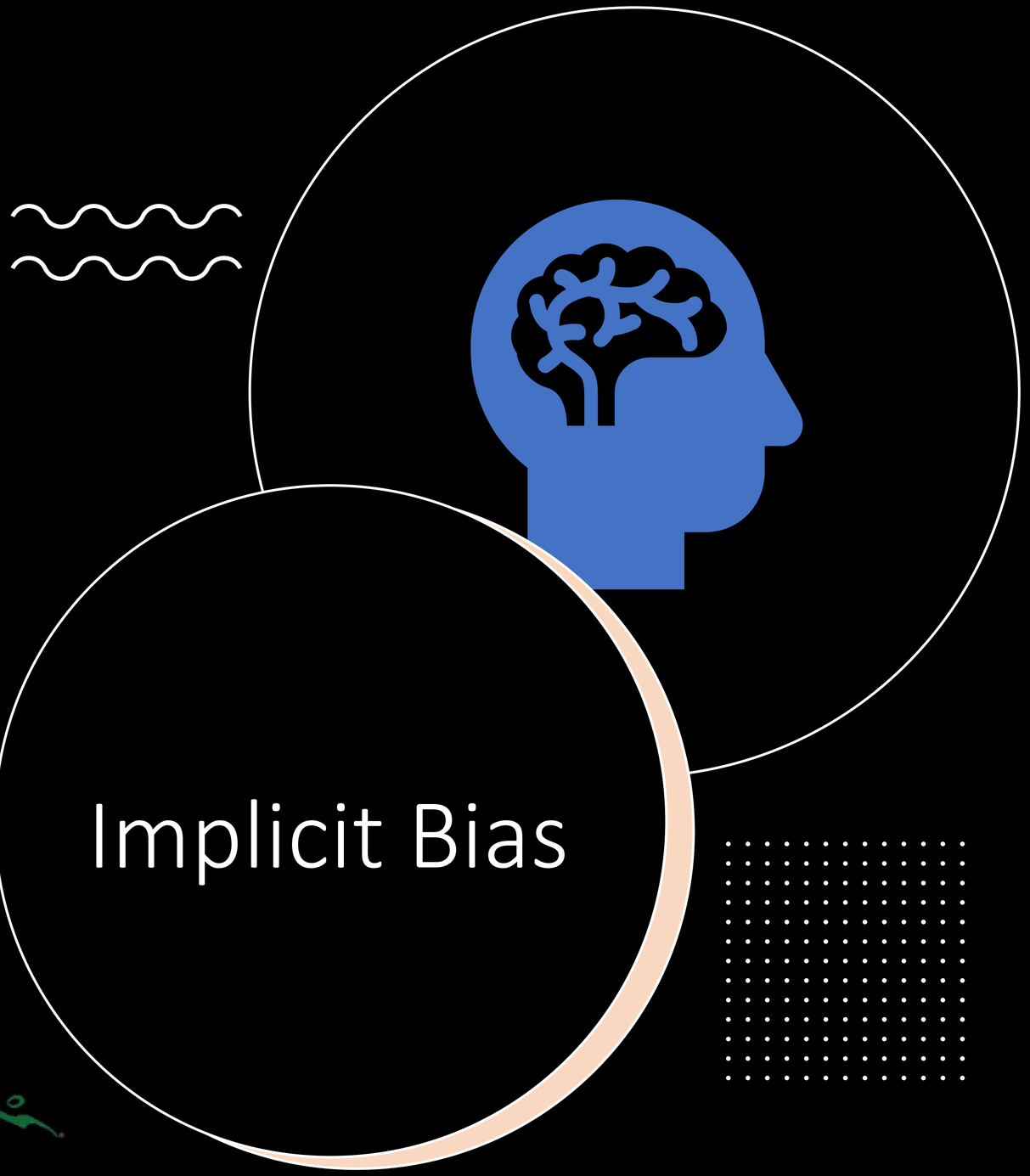


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What Comes to Mind?

- **Airline Pilot**
- **Nanny**
- **Basketball Player**
- **Violinist**
- **Weightlifter**

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noun

- bias that results from the tendency to process information based on unconscious associations and feelings, even when these are contrary to one’s conscious or declared beliefs



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Finish the Pairing

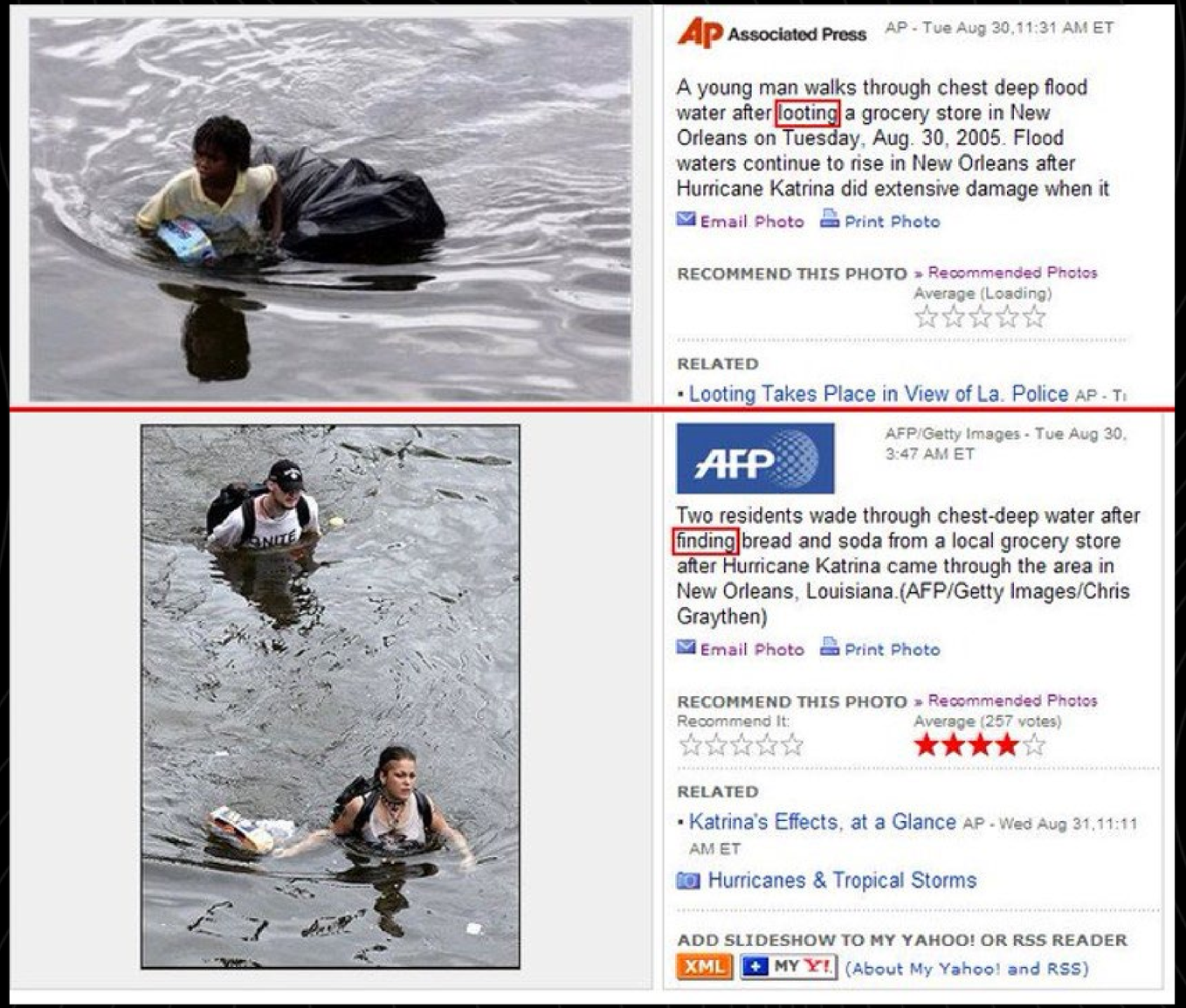
Night and _____.

Hot and _____.

Young and _____.

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Peanut Butter, Jelly, & Racism



Associated Press AP - Tue Aug 30,11:31 AM ET

A young man walks through chest deep flood water after looting a grocery store in New Orleans on Tuesday, Aug. 30, 2005. Flood waters continue to rise in New Orleans after Hurricane Katrina did extensive damage when it

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RELATED

• Looting Takes Place in View of La. Police AP - Ti

AFP/Getty Images - Tue Aug 30, 3:47 AM ET

Two residents wade through chest-deep water after finding bread and soda from a local grocery store after Hurricane Katrina came through the area in New Orleans, Louisiana.(AFP/Getty Images/Chris Graythen)

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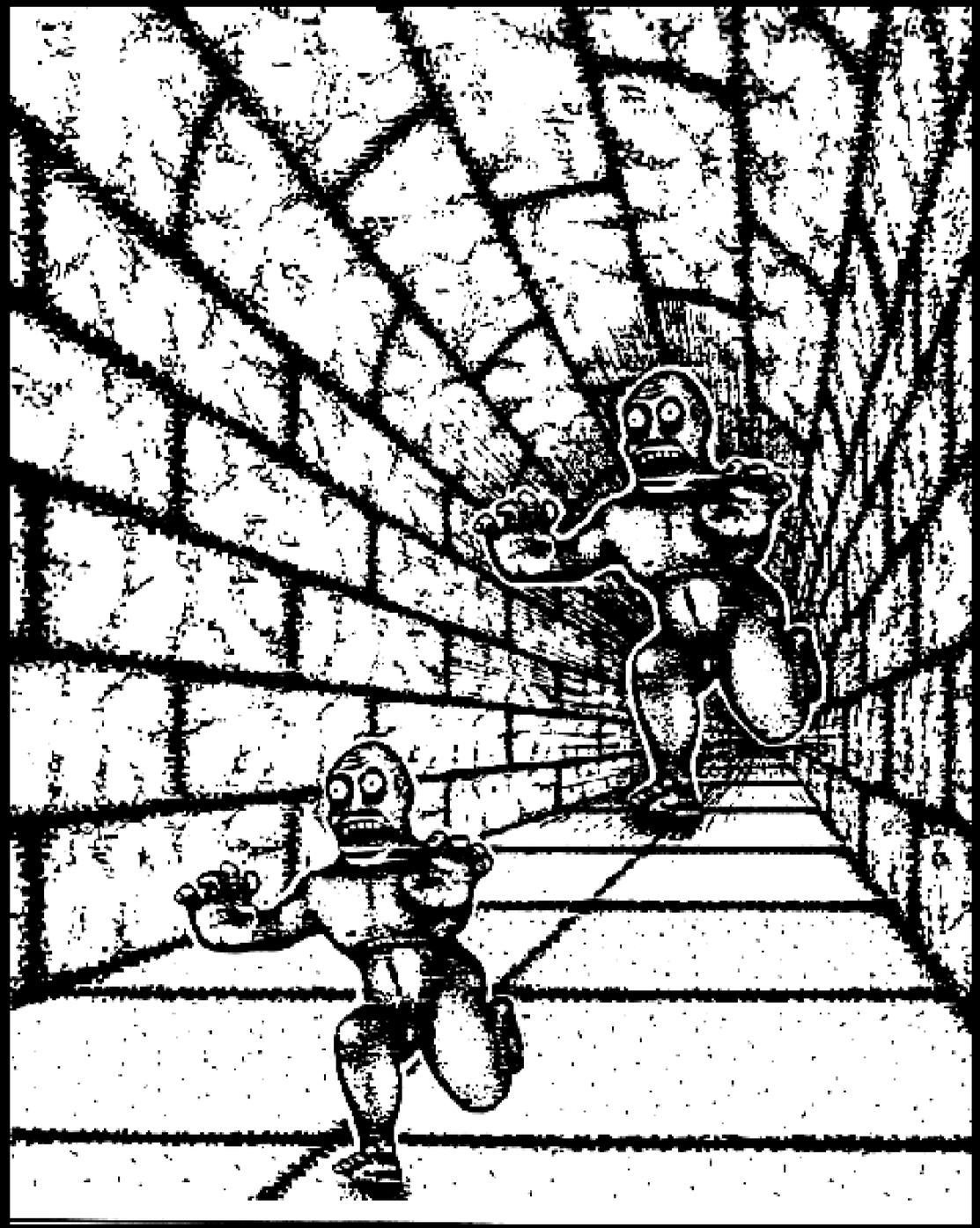
Hurricanes & Tropical Storms

ADD SLIDESHOW TO MY YAHOO! OR RSS READER

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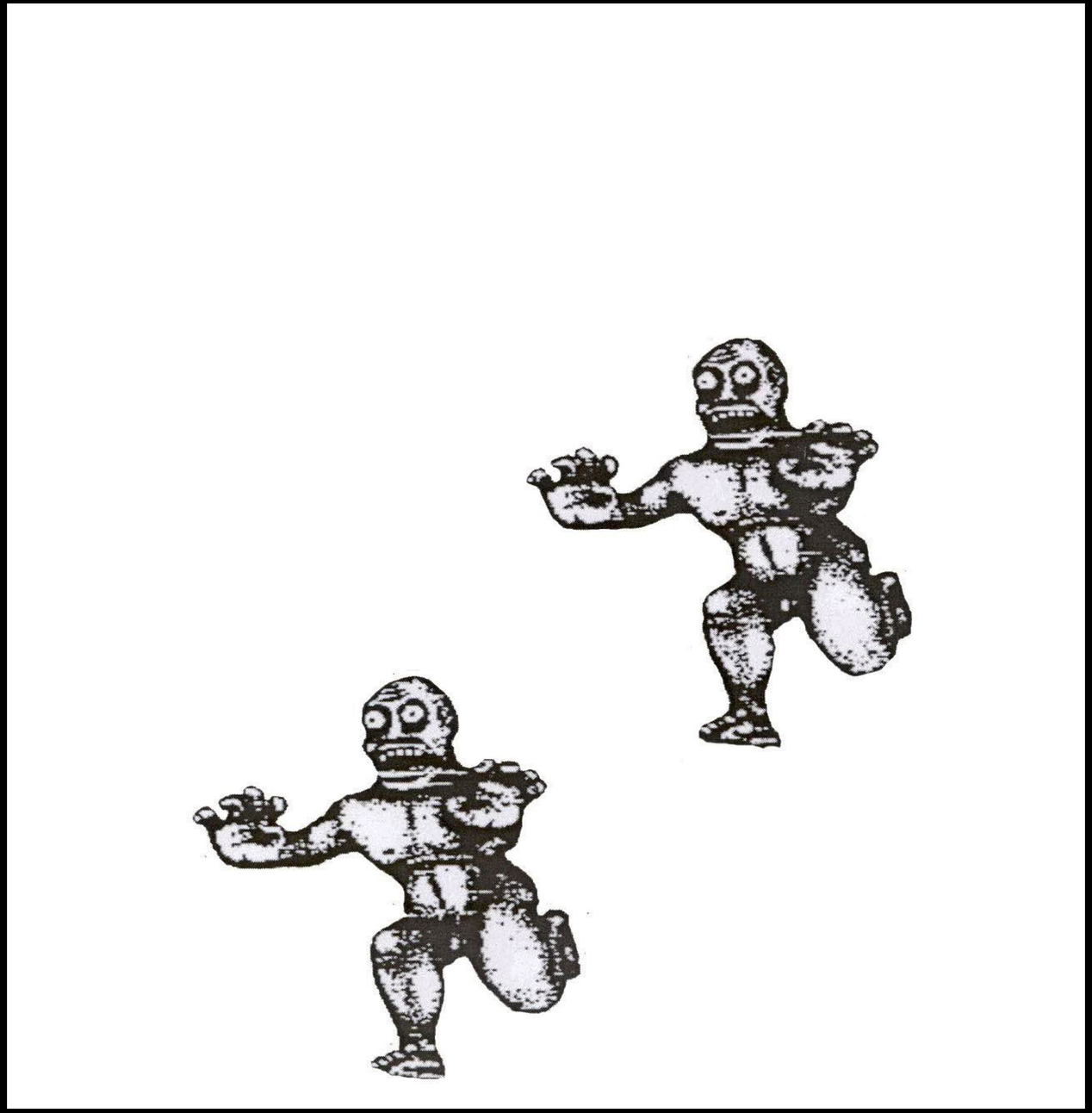
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Shepard, “Terror Subterra”



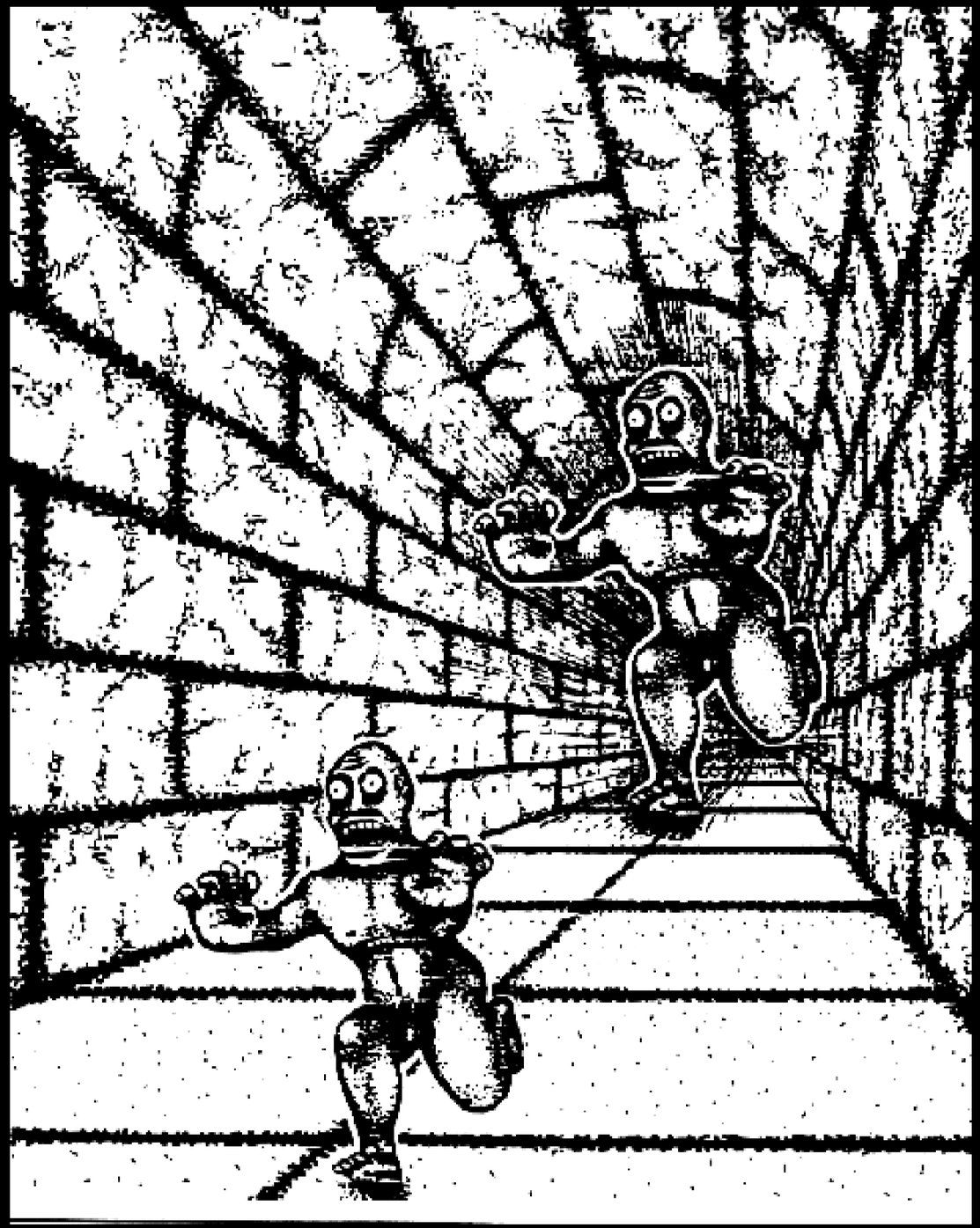
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They are the same size.



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Shepard, “Terror Subterra”

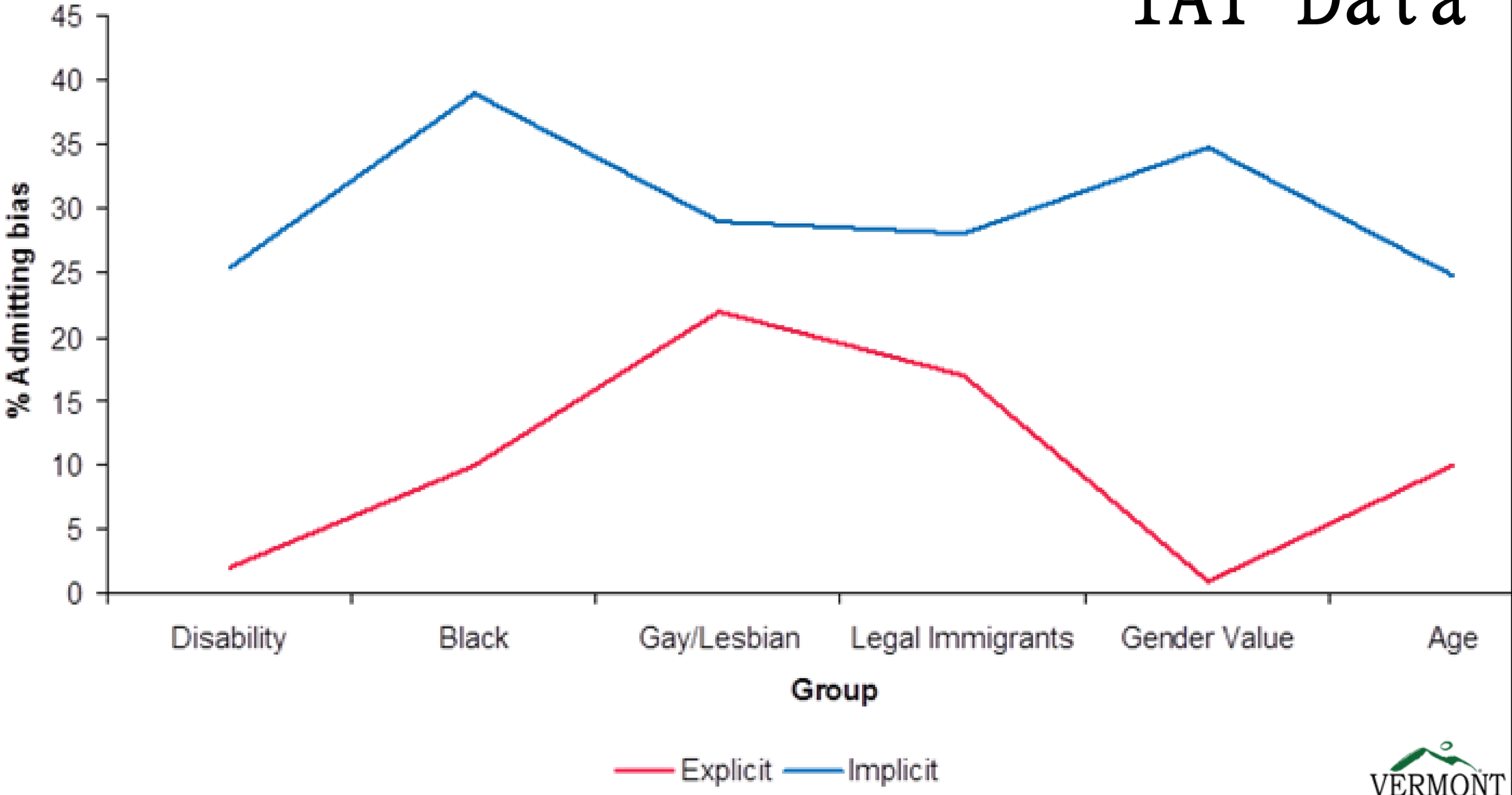


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Implicit Bias - What are 5 core factors that often lead to us leaning on our biases?

- Stress
- Time pressure
- Fatigue
- Distraction
- Ambiguity

IAT Data



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In Vermont, African Americans were

6.1x MORE LIKELY

to be **arrested for misdemeanor marijuana possession** than White people (before some possession was legalized).

From 2012 to 2016,

ABOUT **1 in 3**

Indigenous adult Vermonters was **diagnosed with depression**, compared to 1 in 5 White Vermonters diagnosed.

Vermonters of color had a

48%

homeownership rate in 2015, while White Vermonters had a 72% rate of homeownership.

Vermont's economy would have been

$0.42B

larger in 2015 if there had been no **racial gaps in income**.

In FY19, State of Vermont hired

LESS THAN **HALF**

its **applicants of color**, paid them less, & lost them at higher rates than White employees.

In a National Parks Service survey,

16% OF AFRICAN AMERICANS

said they **did not visit national parks** because they thought the parks were unsafe.

According to the FBI,

TWO-THIRDS

of Vermont's **hate crimes in 2018** were based on race—and this is an undercount.

In Vermont, race data is often

UNKNOWN

due primarily to lack of collection or small sample size.

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Feeling overwhelmed? Breathe, relax, and think of the bees…



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SUPPORTING LOCAL ACTION TO ADVANCE EQUITY



“IDEAL” stands for **I**nclusion, **D**iversity, **E**quity, **A**ction, **L**eadership.

Through this statewide initiative, the State will play a convening and assistive role for municipalities seeking to advance equity through policy and knowledge-sharing.

ADVANCING OUR VALUES

Centering Equity

As part of this growth, municipalities around the state and the country are recognizing the need to prioritize equity and social justice. Already, dozens of Vermont's communities have taken steps to be more inclusive.

Collaboration

14

municipalities represented on the Equity Committee of the VT League of Cities & Towns

Education

25

VT school districts known to have an Equity Coordinator role as of October '22

Declaration

116

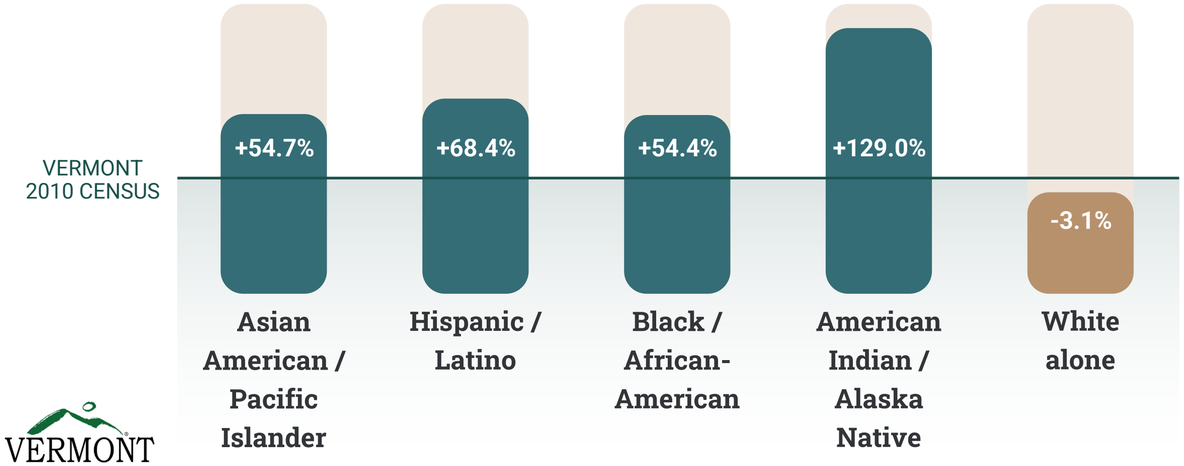
municipalities that have adopted a Declaration of Inclusion as of July 2023

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COMMUNITY GROWTH

Today's Vermonters

Vermont's communities are more diverse every day. Between the 2010 and 2020 Census counts, people of color have grown as a share of the state population.





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DRIVERS OF SUCCESS

Local Equity Benefits Us All

Decades of research findings show that communities thrive when they have

- diversity among residents
- responsive government
- inclusive policies



Active Economy

Municipalities that engage MWBEs have larger, more resilient local economies.



Strong Democracy

Diverse communities build civic cohesion, productivity, & democratic participation.



Successful Pupils

Inclusive education policy & faculty benefit all students academically & socially.

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BARRIERS TO PROGRESS

Local Inequity Hurts Us All

By contrast, everyone suffers when communities show that they are unable or unwilling to confront inequity and bias.



Toxic Exposures

Less diverse municipalities are more likely to have higher levels of pollution.



Lost Cohesion

Segregated communities lose civic cohesion & democratic participation.



Weakened Trust

Fatal interracial police encounters make communities less safe.

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AT STAKE IN VT

Everything to Gain

Economic Boost

When communities nurture MWBEs, Vermont can keep more consumer dollars in the state & retain more diverse entrepreneurs, employees, and residents.

Community Cohesion

With more intentional and concerted effort toward equity, tensions are eased for residents, leaders, & visitors.

Environmental Vision

With unified vision for equity, local leaders and the State can align their priorities for the future of our built environment & natural environment.

VISION FOR OUR FUTURE

All In, All Together

Vermont is ready to take next steps toward more equitable communities with

- Less segregation
- More retention of younger residents and multicultural residents
- Expanded cultural offerings
- Inclusive businesses and housing



MONTPELIER

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SUPPORTING LOCAL ACTION TO ADVANCE EQUITY

IDEAL Vermont

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Through this statewide initiative, the State will play a convening and assistive role for municipalities seeking to advance equity through policy and knowledge-sharing.

Member municipalities must opt in to join and will be held to a high standard to ensure genuine commitment among the cohort.



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14
MEMBERS

municipalities in the IDEAL Vermont cohort as of October 2022

Bennington
Brattleboro
Burlington
Essex
Fairfax
Hardwick
Hartford
Hinesburg
Orange
St. Albans
South Burlington
Richmond
Tinmouth
Winooski

ACCESS TO RESOURCE LIBRARY

Online platform where members can connect through forum discussions, access written materials, post and view upcoming date/events, and exchange resources

ACCESS TO GRANT FUNDING

Provided by the VT Community Foundation to assist municipalities with small projects that will meaningfully advance equity

ACCESS TO TECHNICAL ASSISTANCE

Direct connections to relevant staff at State agencies who will help municipalities implement their learning and strategies.

Members are expected to make tangible investment and progress to advance equity in their communities.

Members are expected to support one another as they tackle difficult and sometimes contentious issues in their communities.

MEMBER EXPECTATIONS

Vision
Attitude
Honesty
Urgency
Results
Presence

PROGRAM PARTNERS

VT League of Cities & Towns
VT Community Foundation
VT Council on Rural Development
VT Declaration of Inclusion
Abundant Sun

SCAN HERE TO LEARN MORE

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COMMUNITY FUELED IDEAL VERMONT NETWORK

Bennington
Brattleboro
Burlington
Essex
Fairfax
Hardwick
Hartford



Hinesburg
Orange
St. Albans
South Burlington
Richmond
Tinmouth
Winooski

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PROGRAM COMPONENTS

The IDEAL Elements

01 **Principles**

02 **Partners**

03 **Convenings**

04 **Workshops**

05 **T A**

06 **Data**

07 **Platform**

08 **Grants**

IDEAL Vermont is rooted in best practices of coalition building, social equity, and government administration.

The initiative will unify, educate, empower, and support municipalities that are committed to making Vermont more equitable.

Selected sources & underpinnings:

- GARE (Local & State **G**overnment **A**lliance on **R**ace & **E**quity)
- Themes of Servant Leadership
- Act 186 population-level outcomes & SOV strategic plans
- Scholarship by practitioners & experts

THESE PRINCIPLES GUIDE THE WORK, KEEP IT NONPARTISAN, AND ALIGN STATE & LOCAL VISION.
MUNICIPALITIES GAIN DEEPER UNDERSTANDING OF THE PRAGMATIC & OPERATIONAL NEED FOR THIS WORK.

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EXPECTATIONS AND STANDARDS

You Should Know

The Bar is High

Members hold themselves to a high standard

Hold each other accountable.

Membership is not guaranteed.

We want to see IDEAL results.

The Culture is Welcoming

We practice inclusivity

We welcome mistakes as opportunities.

We acknowledge history & past/present missteps.

We SHOW UP and stay focused.

This is NOT Passive

Come prepared, Stay engaged, Reap the rewards

Do all the homework.

Engage & participate in meaningful ways.

Contribute to our community efforts.

Apply the knowledge in your town/city/village.

We Are a Collective Community

We act collaboratively, We practice accountability

Events are in-person.

No multi-tasking during sessions.

Volunteer to host.

Do the work outside our sessions, too.

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BIG CHANGE

Small Towns, Large Impact

"Each of us will have to make the choices that allow us to be the largest versions of ourselves."

Julia Alvarez,
celebrated Dominican author
& Middlebury College alumna



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Merci!
Ngiyabonga!
Дякую!
Hvala vam!
¡Gracias!

State of Vermont Office of Racial Equity
Xusana Davis, Executive Director
Shalini Suryanarayana, Education & Outreach
Jay Greene, Policy & Research Analyst



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