

IDEAL VERMONT

INCLUSION DIVERSITY EQUITY ACTION LEADERSHIP

KNOW WHERE WE CAN MOVE THE NEEDLE

AN EQUITY LENS TO EVERYTHING

A CLEAR RELEVANT **ASK** MAYBE NOT AN ASK... THIS IS NOT ABOUT CHARITY
GETTING IT RIGHT ← GOOD GOVERNANCE

- ROAD SALT
- SEWAGE
- TIME OF DAY
- CULTURAL CALENDARS

ASSERTIVE LEADERSHIP

*THE GOVERNOR, ETC MUST BE MORE EXPLICIT IN THEIR SUPPORT & EFFORT BEYOND RESOLUTION

STARTS AT THE TOP
NOT THOSE "IN DEEP" SCREAMING FOR HELP!

WHAT IS EQUITY?



THE RIGHT BIKE for the RIGHT CIRCUMSTANCE



WHO AMONG US WOULD WANT TO CHANGE SKIN COLOR

NOT MUCH HAS CHANGED IN 70+ YEARS

GETTING BEYOND the BUT

THIS IS IMPORTANT ... BUT

WE MUST BE ABLE TO HAVE UNCOMFORTABLE CONVERSATION

THERE'S SOME **ISM** IN YOUR TEETH

WE NEED INSTITUTIONAL PRIORITIZATION



GREATER REPRESENTATION
BRINGING IN NEW VOICES

HIRE PEOPLE WITH A VESTED INTEREST.. WITHOUT TOKENIZING THEM

RECOGNIZE THAT THE ISSUE IS **REAL**

"A SYMPTOMATIC" APPROACHES

WE NEVER QUITE GET THERE

WHY DO WE RUN OUT OF STEAM?



PROACTIVE GOVERNANCE

HOW MIGHT WE BE MORE PRACTICAL?

TIME EFFORT PERSONEL MONEY RESOURCES



TAKE AWAY THE TABLES
Structural Equity



DIVERSITY IS A STRENGTH for OUR CITIES



RACISM DECLARED AS A PUBLIC HEALTH CRISIS

WE'RE DOING THIS FOR THE FUTURE
EDUCATION

HAPPENING IN SOME PLACES

SELECT BOARDS ARE INTIMIDATING for ALL

ESTABLISH A HUMAN CENTERED FRAMEWORK



TEACHING OUR CHILDREN ABOUT OUR MISTAKES of the PAST INCLUDING the HORRIFIC ...

EQUITY COODINATORS

SYSTEM WIDE EXTENSION

ENGAGEMENT & TRAINING



CUT THROUGH the "COW PIE"

NEIGHBORS MAKING AMENDS STRUCTURE TO LISTEN TO EACH OTHER

EMBED INTO THE FABRIC OF OUR CULTURE

NO LONGER A SEPERATE INITIATIVE.

KNOWING the BALANCE

WHAT'S RELEVANT TO OUR TOWN.



A BETTER WAY TO SHARE INFORMATION, ... FORM SOLIDARITY ACROSS MUNICIPALITIES

STRENGTH IN NUMBERS

AUTHORITY & ACCESS to RESOURCES



WE ALL HAVE to BE the CHANGE **TOGETHER**



SAYING ≠ DOING
THE RIGHT THING THE RIGHT THING

