

Executive Director of Racial Equity

Act No. 9, enacted into law during the recent Special Session of the Vermont State Legislature and signed into law by Governor Scott on June 28, 2018, created the position of **Executive Director of Racial Equity** (the “Executive Director”) to be housed within and provided with administrative, legal and technical support by the Vermont Agency of Administration, and to report to and be under the supervision of the Governor. Act 9 also created the **Racial Equity Advisory Panel** (the “Panel”). The Panel is charged with the duty to review applications for, and to submit to the Governor, the names of the candidates it deems most qualified for the Executive Director Position.

General Purpose of Position

The Executive Director will identify and work to eradicate systemic racism within and across State government by working with State agencies and departments to implement programs for continuing coordination and improvement to combat systemic racial disparities and to measure progress toward fair and impartial governance. The Executive Director will also liaise with the Governor’s Equity and Diversity Council, the Vermont Human Rights Commission and the Governor’s cabinet.

Key Duties and Responsibilities:

Act 9 provides that the Executive Director shall have the following specific in furtherance of the general purpose set forth above:

- Overseeing a comprehensive organizational review to identify systemic racism in each of the three branches of State government and inventory systems in place that engender racial disparities.
- Managing and overseeing the statewide collection of race-based data to determine the nature and scope of racial discrimination within all systems of State government.
- Developing a model fairness and diversity policy and reviewing and making recommendations regarding the fairness and diversity policies held by all State government systems.

In addition, the Executive Director Position includes these duties:

- Working collaboratively with State agencies and departments to gather relevant existing data and records necessary to promote racial justice reform throughout the State by mitigating systemic racism in all systems of State government and develop best practices for remediating systemic racial disparities throughout State government.
- Working with State agencies and departments and with the Chief Performance Officer to develop performance targets and performance measures for the General Assembly, the Judiciary, and the agencies and departments, to evaluate respective results in improving systems for inclusion in agency and department quarterly reports to the Director and in the Director’s annual reports to the General Assembly.
- In consultation with the Department of Human Resources and the agencies and departments, develop and conduct training programs for state agencies and departments

regarding the nature and scope of systemic racism and the institutionalized nature of race-based bias.

- Reporting periodically to the Panel on the progress in carrying out these duties.
- Reporting annually to the designated committees of the General Assembly to demonstrate the State's progress in identifying and remediating systemic racial bias within State government.