

10/14 VCLN Workshop

Addressing Equity and Inclusion in Your Work – Chat from Zoom Call

WHO'S ON THE CALL?

Meg Modley : Meg Modley- Lake Champlain Basin Program - coming from South Burlington, VT

Matthew Miner : Matt Miner - Enosburg

Veronica Ciambra : Veronica Ciambra- Middlebury

Lisa Ryan : Lisa Ryan, Rutland City

Barrie Silver : Barrie Silver, Huntington

Facilitator - Jenna Koloski : hi everyone! I'm Jenna Koloski - I work with VCRD and live in Huntington

Maggie Gordon : Maggie Gordon - Hinesburg

Valerie Valcour : Valerie Valcour from Lamoille Valley

Gianna Petito - she/her - Winooski NRC : Gianna Petito - Calling in from Berlin, VT

Rose Garritano : Hi. I'm Rose and am zooming in from Charlotte.

Alison Spasyk : Alison Spasyk - Vermont Works for Women, Winooski, VT

Molly Stone : Hi all! This is Molly Stone and my mom Chris Clark of Bradford, VT

Cathy McGrath : Cathy McGrath, Fairlee

Facilitator - Liz Curry : Liz Curry - Burlington

Rena Marshall : Rena Marshall, Town of Hinesburg

Gary Dir : Gary Dir from Randolph

Caitlin Corkins : Caitlin Corkins, Barre City

Laurel Green : Laurel Green, Bellows Falls in Rockingham

Callie Fishburn (she/her) : Callie Fishburn, Bennington, VT

Facilitator - Carrie Stahler (she/her) : Hi! I'm Carrie, I'm in East Burke and I'm with Green Mountain United Way

Henekis (She/Her) : Henekis Stoddard - St. Johnsbury VT

Lee Stone : Hi there! Lee from Washington, VT

Facilitator - Nick Kramer : Hi Everyone! Nick Kramer from Corinth, VT

Facilitator - Jon Copans : Jon Copans, zooming in from up on Cliff St. in Montpelier.

Tia Poalino : Good rainy morning from Rutland Free Clinic!

Facilitator - Philip Kolling : Phil Kolling - SerVermont, Barre Town, VT

Phoebe Paron : Hi Im phoebe from Burlington vt

Luna Collins : Luna Collins, Burlington, VT

Elizabeth Shields : hi all! I'm Liz serving with ECO AmeriCorps in Montpelier.

Lauren Jenness : Lauren Jenness, from Burlington VT I work for the Lake Champlain Basin Program

Margaret McCoy, VCRD : East Montpelier

Ita CQ (They, Them, Theirs) : Ita from Burlington. Thanks for making space.

Lauren Honican : hi! I'm Lauren and am in Hardwick

Alexandra Mushinski : Hi I'm Alexandra from Springfield VT

Almy Landauer : Almy from the Waterbury Public Library. Hello!

Racquel Bozzelli : Hi! I am an AmeriCorps member serving at COTS in Burlington

Emma Vaughn : Hello! I'm Emma Vaughn from Essex Junction and I'm with the Chittenden County Regional Planning Commission.

Pamela DeAndrea : Pam DeAndrea, Central Vermont Regional Planning Commission

Linda Michniewicz : Linda Michniewicz Westmore VT Building Bright Futures in the NEK

Corrie Miller : Corrie Miller, Friends of the Mad River, zooming from Fayston

Judy Paxman : Judy Paxman from Swanton & Highgate

Carey Crozier : Hello from Craftsbury! Carey here, I'm representing the Northeast Kingdom Collaborative. Happy to be here!

Christine Porcaro : Christine Porcaro from Healthy Roots Collaborative (Grand Isle and Franklin Counties!)

Lee Stone : Lee Stone from BlueCross BlueShield of VT

VCRD & PARTNER RESOURCES

Facilitator - Nick Kramer (He/His) : <https://www.vtrural.org/leadership>

Paul Costello, VCRD : The leadership guide referenced is also available as a book--email us if you want a hard copy at info@vtrural.org.

Facilitator - Jon Copans : Municipal Engagement Guide Link - <https://www.vtrural.org/sites/default/files/content/documents/Engagement%20Tools%20Municipalities.pdf>

Gary Dir : Is this event being recorded for viewing on the VCRD website?

val stori : this is so powerful. will this recording be available publicly? our planning commission is working on addressing equity in town planning, and this conversation would be a valuable training resource.

Judy Paxman : Ditto: I would love to have this available for several of the Swanton boards that I work with!

Facilitator - Jon Copans : Yes, we are recording this workshop. www.vtrural.org/leadership.

Judy Paxman : Thank you!!!

Rae Carter : Resources: DismantlingRacism.org - compilation of 30 years of anti-racism work into an online workbook format that is a great guide to this work

Rae Carter : Fundraising Resource: CommunityCentricFundraising.org to help reframe fundraising led by BIPOCS

DISCUSSION

NR McDonnell : I was walking through Old Mount Calvary cemetery (ONE)yesterday and even it was segregated – French in one area, Irish in another, Italian in another, etc. My understanding is eugenics was also significantly at play.

Paul Costello, VCRD : Thank you Xusana! You are so inspiring!

sarah kleinman : Sarah Kleinman, UVM Extension, Youth and Family Programs

Xusana Davis : @NR Yes, absolutely. The legacy of discrimination in VT has persisted even beyond peoples lifetimes.

Carey Crozier : Thanks, Xusana! Appreciate your work and commitment to making it joyful!

NR McDonnell : Ita - can you give some examples of the mutations of racism?

NR McDonnell : TY, useful example. (Sorry that happened.)

Jeff Forward : Racism and White Supremacy are charged terms and can alienate some folks. Implicit Racial Bias seems more accurate and less politically charged for many folks. Do you feel the terms Racism and White supremacy are terms that must be used?

Kimberly Williams : Jeff, white supremacy and racism are charged words. It is important to use them though, because they are accurate in describing the reality. By not using those words, we are only emotionally tending to white people. Discomfort is okay.

Lisa Ryan : YES Kimberly Williams. ^truth

Corrie Miller : Yes! It's on white people to learn how to hear it.

Gary Dir : Ita is really good. Our church Peace and Justice group will want to get involved.

Jeff Forward : If we are trying to educate white folks about white supremacy which I believe is true, calling all white folks racist and white supremacists can turn off the folks we want to reach. This is what concerns me.

Meghan O'Rourke : Are there current examples of institutional frameworks VT orgs have written up and taken action on?

Meghan O'Rourke : Perhaps the VCRD has these resources?

Judy Paxman : I have been told that some boards are not able to do any sort of diversity training because it is "too expensive". Are there any state resources, free classes, etc. that I can bring to their attention?

Carey Crozier : Ditto, Meghan. Would be great to have a sample framework to adapt.

Cathy McGrath : The "safety not necessarily means comfort" statement is a great framework for action. We have at times resisted public conversations about implicit bias, etc. because we didn't want to freak out a handful of community members (who we felt just wouldn't "get it").

NR McDonnell : TY Ita.

Eric Howe : Thank you Ita!

Gary Dir : This is the best presentation on racism I have experienced by far.

Carey Crozier : Thanks, Ita! So great.

Lee Stone : awesome and thank you!

Facilitator - Carrie Stahler (she/her) : Thank you Ita, those slides and that information was incredibly helpful.

Judy Paxman : Ita you are awesome!

Megan Peek : thank you Ita

Rae Carter : VBSR (Vermont Businesses for Social Responsibility) began the personal work with the staff and board reading *Me and White Supremacy* by Layla F. Saad over the summer and working in work groups to examine our personal bias and then to share our observations and recommendations to help inform the strategic planning process. We are committed to center anti-racism in our justice, equity, diversity, and inclusion work. We are starting to break out how we approach this work through the three expressions of racism - personal, cultural, and institutional.

Rae Carter : Thank you so much Ita!

NR McDonnell : This is a pretty interesting site: <https://implicit.harvard.edu/implicit/takeatest.html>

Jeff Forward : Cathy, I am wondering if the term "implicit bias" would bring in more white people to the conversation and then within that conversation then explain how explicit bias and institutional bias is indeed systemically racist and support white supremacy.

Judy Paxman : There is much resistance in my community to having these discussions. Is there a way to mandate that statewide?

NR McDonnell : Paying for training is way less costly than racism: <https://www.npr.org/sections/live-updates-protests-for-racial-justice/2020/09/23/916022472/cost-of-racism-u-s-economy-lost-16-trillion-because-of-discrimination-bank-says>

Judy Paxman : thanks!

Judy Paxman : Thank you, Lisa!

Ita CQ (They, Them, Theirs) : Example of racism mutating: Brown vs Board of education requiring school integration. White parents resisted the presence of Black teachers and administrators, so teachers were removed and replaced with White teachers and principals were replaced with White principals. This removed a whole group of trained educators. Voting rights is another example.

Megan Peek : thank you Lisa!

Jeff Forward : I am beginning to think that equity is not enough. We have 400 years of systemic racism to overcome. Affirmative Action was a policy tool to try correct some of the inequity in some parts of

our society. On a policy level, I am wondering if we need to reengage with affirmative action, particularly in the housing sector. Homeownership directly leads to family wealth. Should we be giving priority to BIPOC folks for affordable housing subsidies, utility incentives and other subsidies?

Jeff Forward : This has been a great workshop. However, I think there was much more work that could have been done in the breakout sessions. Perhaps the next one should provide more time for the breakout sessions. Maybe a half hour at least?

Rose Garritano : Thanks all.

Pamela DeAndrea : It would also be great to dive into how to be anti-racist and not just equitable.

Judy Paxman : Excellent idea Pamela

Facilitator - Jon Copans : Thanks Jeff for the feedback. And others too. We will survey everyone - we really want to hear honest feedback from all of you!

Tia Poalino : Could VCRD create a window sign such as "all are welcome here" and offer it to the Leadership Network members? Other helpful items for me would be an outreach letter template that perhaps contained the link to the municipality guide. I also think it would be helpful to promote public presentations and the fee for the presentations. Thank you for offering this today and to all of the speakers!

Facilitator - Liz Curry : would strongly recommend *How to Be An Anti-Racist* by Ibram Kendi

Pamela DeAndrea : Thank you Liz - will pass that one on.

Megan Peek : Thanks all! Good to see so many communities involved!

Facilitator - Liz Curry : Thank you VCRD staff!

Pamela DeAndrea : Thank you!

Anna Rubin : thank you!