



DECLARATION OF INCLUSION

**A VERMONT DIVERSITY, EQUITY,
AND INCLUSION INITIATIVE**

PREPARED FOR
GOVERNMENT LEADERS

REASONS TO ADOPT THE DECLARATION

A Declaration such as this would mark the town and its leaders as a forward-thinking community of people, stepping out in front for what we know is right and deeply rooted in the values that America and Vermont say they champion.

We all learned early in our schooling that America assimilates people from all over the world. America has always welcomed diverse people and embraced their cultures, languages, foods, customs, and religions. This is nothing new. The Statue of Liberty is our monument to this sacred tradition. Let's take this small but affirmative step to continue this most meaningful piece of our heritage.

ADOPTING THE DECLARATION

Guidelines For Adoption:

Recently, some municipalities have adopted Declarations which we feel do not reflect the level of spirit, scope, and intent we seek. For that reason, in order for a municipality to be listed as having adopted a Declaration of Inclusion, its Declaration should meet and adhere to the following guidelines:

- A strong welcome for all people to the town
- A condemnation of discrimination against members of marginalized groups
- An enumeration of marginalized groups
- A commitment to fair and equal treatment of all residents
- A commitment by town leadership to review and act on town policies, activities and operating procedures to ensure they are free of bias.

Rewording the Declaration:

The organization may wish to change the wording. This is acceptable provided the basic thoughts are preserved, the designated groups are considered, and they continue to be included. Please refer to the Guidelines for Adoption, above.

THOUGHTS ON SELECTBOARD LEADERSHIP

Select Board members are recognized by their towns for their leadership skills and are respected for their good judgment.

Acting on a Declaration of Inclusion is the type of Select Board action that is expected by the voters.

The role of the Select Board is changing. It is no longer limited to budgets, law enforcement, and maintaining infrastructure.

Select Boards are now called upon to affirmatively and aggressively institute and promote policies and programs which support economic growth

By adopting a Declaration of Inclusion, a Select Board sends a powerful, positive, forward-thinking message for the town and aligns it with other towns that are seeking healthy growth.

By adopting the Declaration of Inclusion the Select Board joins the statewide effort to encourage businesses, talented individuals, and investors to come to Vermont and specifically to your town.

By adopting the Declaration of Inclusion the town signals its agreement with the Governor's Proclamation of Inclusion.

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