

**From:** [Patty Heather-Lea](#)  
**To:** [Bristol Town Administrator](#); [Michelle Perlee](#); [peeker@gmavt.net](#); [joelbouvier@yahoo.com](#); [Darla Senecal](#); [Ian Albinson](#)  
**Cc:** [Patty Heather-Lea](#)  
**Subject:** Adopting the Declaration of Inclusion  
**Date:** Monday, May 31, 2021 12:26:07 PM

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May 31, 2021

Dear Valerie and Selectboard Members,

First, I hope you and your family members are well.  
Thank you for your work, helping our community.

Please consider adopting the Declaration of Inclusion which the Governor has established.

Here is a press release from the State of Vermont, Office of Governor Phil Scott's site:

(I will also give to you, the Declaration of Inclusion. Or you can visit the website and get it from there. I apologize. I am "low tech".)

Sincerely, Patty Heather-Lea

## **GOVERNOR PHIL SCOTT PROCLAIMS MAY 9-15 AS INCLUSION WEEK IN VERMONT**

**10 MAY 2021**

Montpelier, Vt. – Governor Phil Scott proclaimed May 9-15, 2021 Inclusion Week in Vermont and reiterated Vermont’s commitment to welcoming all people.

The Governor also established a *Proclamation of Inclusion*, which makes clear the State of Vermont condemns discrimination in all forms, and welcomes all people who want to live, work and visit Vermont. Both proclamations acknowledge the work of many in state and local government and by community groups across the state, while recognizing there is more work to do to consistently address racism and systemic inequities.

“This is an important pair of proclamations because they recognize that being truly inclusive and welcoming takes work, and we have to keep building on it,” said Governor Scott. “The fact is, if we want stronger, more economically secure communities, we need more people and more

diversity in Vermont. I hope this effort sends a message to anyone who wants to live and work in a safe, healthy *and welcoming* state.”

These proclamations were developed under the framework of the Declaration of Inclusion, which was developed by a group of committed Vermonters and presented to municipalities throughout the state. To date, nine municipalities in Vermont, including Brandon, Franklin, Middlebury, Moretown, Pittsfield, Pittsford, Waterbury, Woodstock Village and the City of Rutland, as well as the Vermont League of Cities and Towns, and several other organizations have adopted a form of the Declaration of Inclusion.

“These proclamations are part of the State’s broader efforts to make equity a foundational element of everything we do,” said Xusana Davis, the State’s executive director of racial equity. “They espouse our values, and our values underlie our policy, budgetary, and operational work. We look forward to making an impact with these declarations, and even more so, we look forward to living them out through our work across the state.”

State of Vermont  
Executive Department  
A Proclamation of Inclusion

WHEREAS, Vermont and Vermonters have a rich history of celebrating freedom and diversity, including the abolition of slavery in 1777, activism in the abolitionist movement, our embrace of European immigrants to work in mines and quarries, recognition of same sex marriage; state recognition of Abenaki peoples; and protection of undocumented immigrants from potentially overreaching federal enforcement; and

WHEREAS, despite Vermont’s tradition of leadership in freedom and diversity, historically Vermont has been and still is one of the least racially and ethnically diverse states in the country; and

WHEREAS, one of the silver linings to be found after the pandemic may be that remote work may continue to be well accepted and people have moved and are moving to Vermont bringing jobs, new skills and capabilities and cultural and racial diversity; and

WHEREAS, people and families who have moved or who are moving to Vermont may inspire others to move as well, inevitably adding richness in diversity of history and experience to our State; and

WHEREAS, with more vibrant communities, businesses and restaurants and cultural activities, facilities and resources, more of Vermont’s young people will want to stay, work and raise their families in Vermont; and

WHEREAS, it is essential for all to know, Vermont seeks to achieve equality and equity and to create a culture in which racial, ethnic and other cultural disparities are openly acknowledged and addressed and where no one person is more likely to experience society's benefits or burdens than any other person; and

WHEREAS, the State of Vermont is committed to growing and nurturing a diverse society in which we want our youth to live and prosper; and

WHEREAS, the State of Vermont is committed to identifying overt and implicit bias and systemic racism throughout State government systems and functions, and to eliminating racial, ethnic and other cultural disparities that may now exist within State government as one of the state's largest employers and as a provider of a variety of essential services to the public at large; and

WHEREAS, the State of Vermont has demonstrated leadership and has achieved notable and laudable success in addressing racial and other disparities through the work of the Director of Racial Equity and the Racial Equity Advisory Panel, as well as the Governor's Racial Equity Task Force working to address systemic bias in our State systems and institutions, examine existing law on hate crimes, evaluate systems of support and look to increase civic participation among racially diverse populations; the Agency of Transportation through its Office of Civil Rights; the Agency of Education through partnerships with professional associations in anti-bias efforts; the Human Resources Department through its work building more inclusive representation in the State government workforce; the State's Human Rights Commission; and the Office of the Attorney General's Civil Rights Office; and

WHEREAS, the Department of Public Safety has provided leadership through its Fair and Impartial Policing Initiative, as well as comprehensive policy work on hiring and promotions, data collection, use of force, body worn cameras, greater transparency regarding improper conduct and attempts to achieve comprehensive law enforcement training modernization and cultural change.

NOW, THEREFORE, I, Philip B. Scott, Governor, hereby proclaim as follows:

1. The State of Vermont formally condemns discrimination in all of its forms and welcomes all people who want to live and work and add richness to our State, regardless of race, color, religion, national origin, sex, gender identity or expression, age, or disability and will protect these classes to the fullest extent of the law.
2. Let the second week of May be known as Inclusion Week to emphasize these ongoing efforts to make Vermont a more inviting state for all people.
3. I call upon all Vermonters to denounce prejudice, to openly acknowledge and address our own implicit bias and welcome and celebrate all people, of all races, colors, religions, national origins, sex, gender identity or expression, ages, disabilities, and continue to work together to ensure every individual can live freely, equitably, and express their opinions free from fear, intolerance and prejudice.

Given under my hand and the Great Seal of the State of Vermont on this 7th day of May, A.D. 2021.

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Philip B. Scott  
Governor

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Brittney L. Wilson

Secretary of Civil and Military Affairs

**State of Vermont**  
**Executive Department**  
**A Proclamation of Inclusion**

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- WHEREAS,** despite Vermont’s tradition of leadership in freedom and diversity, historically Vermont has been and still is one of the least racially and ethnically diverse states in the country; and
- WHEREAS,** one of the silver linings to be found after the pandemic may be that remote work may continue to be well accepted and people have moved and are moving to Vermont bringing jobs, new skills and capabilities and cultural and racial diversity; and
- WHEREAS,** people and families who have moved or who are moving to Vermont may inspire others to move as well, inevitably adding richness in diversity of history and experience to our State; and
- WHEREAS,** with more vibrant communities, businesses and restaurants and cultural activities, facilities and resources, more of Vermont’s young people will want to stay, work and raise their families in Vermont; and
- WHEREAS,** it is essential for all to know, Vermont seeks to achieve equality and equity and to create a culture in which racial, ethnic and other cultural disparities are openly acknowledged and addressed and where no one person is more likely to experience society’s benefits or burdens than any other person; and
- WHEREAS,** the State of Vermont is committed to growing and nurturing a diverse society in which we want our youth to live and prosper; and
- WHEREAS,** the State of Vermont is committed to identifying overt and implicit bias and systemic racism throughout State government systems and functions, and to eliminating racial, ethnic and other cultural disparities that may now exist within State government as one of the state’s largest employers and as a provider of a variety of essential services to the public at large; and
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Given under my hand and the Great Seal of the State of Vermont on this 7th day of May, A.D. 2021.

A handwritten signature in black ink, appearing to read "Philip B. Scott", written over a horizontal line.

Philip B. Scott  
Governor

A handwritten signature in black ink, appearing to read "Brittny L. Wilson", written over a horizontal line.

Brittny L. Wilson  
Secretary of Civil and Military Affairs