

I reached out to four different trainers to seek input on what they could provide for Phase 1 of the Grant: Training, which we hope to conduct before Thanksgiving.

**Emiliano Void** is the Founder and CEO of nuwave Equity Corporation based in Burlington. He is responsible for the coordination, development and implementation of systemic solutions centered around the dismantlement anti-Black and systemic racism through profitable and innovative approaches.

**Nadia A. DuBose**, Ed.D is a transformative leader and strategic equity and inclusion educator with over 15 years of experience combining her expertise in strategic partnerships, leadership development, equity, diversity & inclusion, and event management. She is Co-Founder & Operations Leader at The Creative Discourse Group (Burlington).

**Linnea Johnson** is an advocate and educator at WomenSafe in Middlebury. She conducts trainings on topics including gender, equity, and sexual violence in schools across Addison County as well as for community groups and businesses.

**Tabitha Moore** is the owner and principal consultant of Intentional Evolution Consulting, LLC (Essex Junction). She has been consulting on the topics of identity-based equity and racial justice for 25 years. Her life's work focuses on how systems of care promote, inhibit, or prohibit healthy individual and community identity.

All of them come highly recommended. And all of them are pretty booked moving into the fall! Their prices range from \$0 (WomenSafe) to \$2,500 (Creative Discourse).

We had budgeted \$6,000 for Phase 1 of the Grant because my initial estimates projected \$1,500 per training. Because getting our feet wet with some basic training is critical, **my recommendation is to move ahead with whichever consultants we can schedule for the intended topics in our fall timeframe** (Sept-early November). We have flexibility in how we allocate the grant, and this training piece is critical to get us started.

#### TOPICS

1. **The Value of Justice, Equity, Diversity, and Inclusion** – Why is this something we even need to talk about as town employees/volunteers?
2. **Systemic Racism** – What is it, why does it matter, and what can we do about it?
3. **Understanding Personal Identities & Implicit Bias**
4. **Principles & Best Practices for Equitable Public Engagement**

Each topic will be offered twice (one daytime and one evening) so that all Town Employees are able to attend, and to make it more convenient for as many Town volunteers to participate as well. The evening session will also offer a virtual option. Note that I told all the presenters we were looking for a 60-minute training and all felt strongly that 90 minutes was a minimum for productive engagement.

I look forward to taking with you and the Selectboard Monday night.

Porter