

**TOWN OF BRISTOL  
GRANT REPORT**

The Town of Bristol received \$10,000 from the Vermont Community Foundation (VCF) in 2022 for programming to help the Town of Bristol be an inclusive and welcoming community. As a part of this grant, the Town of Bristol:

1. **Training:** Offered a series of five+ trainings for Town Employees and Town Volunteers in the spring of 2023. The five main trainings were offered twice: once in the morning in -person at the Town Offices and once in the evening via zoom. Ms. Moore also offered two additional trainings (1-hour each via zoom) at no additional cost. Topics were as follows:

March 15 - "The Value of Justice, Equity, Diversity, and Inclusion in a Municipal Environment" presented by Tabitha Moore.

March 29 - "The Foundations of Structural Oppression/Systemic Racism: How Bias Becomes Business," presented by Tabitha Moore

April 12 - "Understanding and Respecting Differences of Gender and Sexuality," presented by Linnea Johnson

April 26 - "Undoing Bias," presented by Tabitha Moore

May 10 - "What do we do with bias? How to lead with equity," presented by Tabitha Moore

Additional trainings:

April 28 - a shortened version of the initial "Justice, Equity, Diversity, and Inclusion" program; and  
May 17 - a short session, "Calling Out, Calling In, and Calling on," to follow up the program about leading with equity,

Because of the powerful leadership role that town employees and the many volunteers on committees and commissions play in the community, it was rewarding to see up to a dozen or more participants for each topic. Giving employees and volunteers who serve the town the opportunity to learn about and discuss challenging topics will strengthen their awareness and consideration of community members who are different than themselves.

1. **Review of Decision-Making:** As part of this grant, consultant Tabitha Moore reviewed the 2022 Town Report and the Town of Bristol website for inclusive language and accessibility, and made recommendations for the Town Administrator to apply when the website is next refreshed and when the 2024 Town Report is developed. Together with the Town Administrator and volunteer Porter Knight, Ms. Moore also supported the development of "Driving Equity," a simple decision-making tool for Town leaders to use to help evaluate the impact of each decision on equity.
2. **Assessment of community engagement and conversation:**  
Following the work done this past year, this report recommends a series of Next Steps for the Town of Bristol to continue to strive toward the ideals expressed in the Declaration of Inclusion. Those steps describe actions for the Selectboard and others in town government as listed in the attached document, including key items such as: creation of an Equity Committee to support the town in furthering Equity work, use of the "Driving Equity" tool, and application to the Vermont Community Foundation for additional grant support.