

**NEXT STEPS  
for TOWN OF BRISTOL  
DIVERSITY, EQUITY & INCLUSION WORK**

The third element of the VCF Grant Application was an “Assessment of community engagement and conversation ... to identify next steps for the community to continue to strengthen the town’s position as a warm and welcoming community.” Below are ideas to chart a course for continued growth and learning to ensure Bristol remains dynamic and vibrant in future years. These ideas were collected from: other towns in the State of Vermont, the Robert Wood Johnson Foundation, the Vermont Community Foundation, Vermont Community Action Team, USC Equity Research Institute, with input throughout the year from Tabitha Moore (Intentional Evolution Consulting), Emiliano Void (nuwave equity corp), Xusana Davis (State of Vermont Office of Racial Equity), Jude Smith Rachele (Abundant Sun).

Selectboard (SB)

- Apply for additional grant funds from Vermont Community Foundation (VCF)
- Create Equity Committee to pull in community input and guide SB in continuing this work
- Develop a plan to making Bristol more ADA accessible; authorize Equity Committee to work with local businesses to improve ADA downtown and work with Recreation Department to create ADA recreational opportunities on town parks
- Budget for
  - Welcome bags to welcome new residents and tenants to community (VCF grant)
  - Support of the Library’s Social Justice Discussion Group speakers (VCF grant)
  - Childcare (and possibly transportation) vouchers so people of limited means can participate (volunteer) on committees/boards (VCF grant)
  - Social Worker position for town to support mental health and safety needs of community
- Support Planning Commission as they work to promote changes for zoning to add housing at low and mid price points

Equity Committee (5-7 community members)

- Create “All are welcome here” banner in town and “All are welcome here” signs in store windows/homes (VCF grant)
- Support/promote minority-owned businesses
- Create safe forum to invite feedback form community members about issues or experiences with inequity or discrimination and to encourage suggestions (partner with organizations such as Vermont Professionals of Color Network)
- Begin the process of equity mapping (An equity map is a tool that uses data to help leaders make informed decisions about investment and development opportunities, and target the impact of proposed projects.) (VCF grant)
- Promote availability of language support services so municipal/business/schools know of it
- Encourage diverse voices on committees/boards (youth, POC, disability, other perspectives)
- Collaborate with other agencies to create/promote restorative justice opportunities in Bristol
- Create palm card or handout with info & resources for individuals to report community incidents of discrimination/harm (VCF grant)
- Explore readiness to join EPIC (Ethical Performance Improvement Campaign, League of Cities & Towns with Abundant Sun) or IDEAL (Inclusion Diversity Equity Action and Leadership through the State of Vermont Office of Equity and Racial Justice) and identify town leadership resources to engage

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Administrator (with help from Equity Committee as needed):

- Place Declaration of Inclusion & Driving Equity decision-making tool prominently on website
- Click here button on webpage &/or other easy means for reporting incidents of discrimination/harm
- Review/update job descriptions with inclusive language (VCF grant)
- Schedule on-going education for all employees, & volunteers (including Selectboard) (VCF grant)
  - Onboarding packet
  - 2x/yr DEI trainings
  - Poster in town offices (Holley Hall, PD, Fire Dept, Town Garage, Library) with inclusion statement, policy, goals/how & where to report incidents
- Develop palm card with info & resources to report internal incidents of discrimination/harm (VCF grant)

Staff support

- Develop resource list for municipal employees (and make available) for identity-based support (e.g. sexual harassment reporting procedure)
- Engage community (including town employees and residents) in articulating our community's core values and principles related to equity in municipal governance. (VCF grant)
- Develop guidance for municipal leaders re: expectations to model DEI principles and interrupt identity-based harm. (VCF grant)
- Identify staff needs for increasing capacity to identify/intervene in identity-based harm (survey and/or focus group)
- Amend/update Town Policies to reflect commitment to equity/inclusion & to clarify protocol to report harm or discrimination

All staff & committees

- Actively use Driving Equity Decision-tool at all levels of town government decision-making