

A scenic view of a waterfall cascading over rocks in a lush green forest. The water is white and frothy as it falls, creating a misty spray at the base. The surrounding trees are dense and vibrant green, suggesting a healthy, natural environment. The overall atmosphere is peaceful and serene.

# **Bristol Equity Committee**

**Report for Selectboard**

**March 2026**

# Committee History

- 2021: Declaration of Inclusion adopted by Selectboard
- 2022: Received VCF grant to develop training for town staff, review town materials and provide recommended next steps
- 2024: Equity Committee formed and drafted this mission statement:

*The Bristol Equity Committee is working to ensure that Bristol is a vibrant, sustainable, and accessible community where all feel welcome, safe, and respected, and where all value diversity.*

# Community Survey

- Collaboration between Equity Committee and Middlebury College
- 4 Bristol-specific questions added to CVOEO survey that went out in 2025:
  - *What makes Bristol thrive?*
  - *When is the Bristol community at its best?*
  - *What do you need to be supported by the Bristol community?*
  - *When do you feel valued by the Bristol community?*
  - *What would you want others to say about Bristol 20 years from now?*

# Purpose

- Share community feedback in clear, accessible language
- Highlight strengths, challenges, and future priorities
- Support informed Selectboard discussion



# Executive Summary

- Bristol thrives on neighborliness and participation
- Strong institutions, walkability, and volunteerism stand out
- Key challenges include:  
*housing, accessibility, and inclusion*



# What Makes Bristol Thrive

- Neighbors helping neighbors
- Community events and town traditions
- Volunteerism and civic engagement
- Schools, library, Bristol Core, and local businesses
- Walkable streets and small-town character



# Challenges & Needs

- Accessibility of public spaces and businesses
- Affordable housing shortages
- Limited transportation options
- Support for seniors, families, and people with disabilities
- Childcare, youth programs, and inclusion



# When People Feel Valued

- Being greeted with kindness
- Opportunities to contribute and be recognized
- Inclusive and accessible events
- Approachable town staff and first responders



# 20-Year Community Vision

- A caring, inclusive community where everyone matters
- Affordable housing and a vibrant, walkable downtown
- Preserving small-town charm while staying resilient
- Civic inclusion across differences



# Next Steps: Quick Wins (0–6 months)

- Indoor and outdoor listening sessions
- Community information sessions on town issues
- Accessibility checklist and small grants
- Use of equity decision-making tool
- Clear information on supports and services
- Launch a 'Hello Bristol' kindness campaign



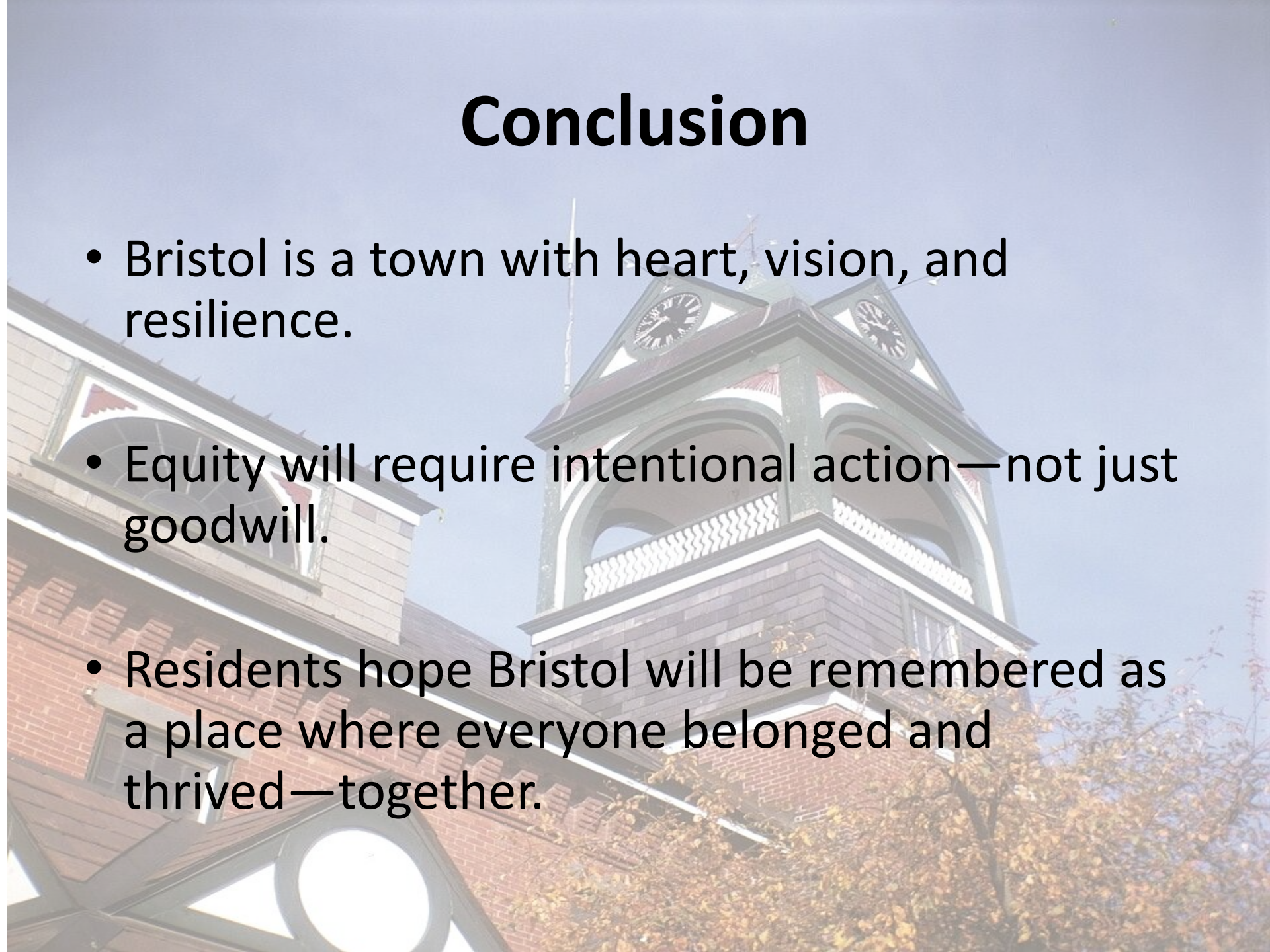
# Next Steps: Longer Term (1–5 years)

- Develop additional affordable housing
- Expand transportation and ride programs
- Strengthen regional partnerships



# Conclusion

- Bristol is a town with heart, vision, and resilience.
- Equity will require intentional action—not just goodwill.
- Residents hope Bristol will be remembered as a place where everyone belonged and thrived—together.



# Learn More

- View full survey results:

<https://lyforddatascience.shinyapps.io/Bristol/>





• ✨ **Bristol thrives  
when we care for  
each other.**

# Additional Committee Recommendations

As this group moves on from the committee, we share these additional recommendations that were collected from a variety of resources and reviewed by the committee:

[NEXT STEPS DEI WORK BRISTOL](#)

# Recommendations for Equity Committee structure

Ideally 5-8 members, with designated leadership. We explored sharing leadership roles for each meeting, but this presented challenges. We also recommend having a dedicated liaison from the town who attends regularly (staff or selectboard member). Committee members will have terms that are one, two and three years so that there isn't turnover of the full committee at one time.