

October 28, 2021

To the Richmond Selectboard

Regarding adoption of a Declaration of Equity and Inclusion Statement and Process for Implementation

Richmond Racial Equity proposes the adoption of a statement of Equity and Inclusion for all town policies and practices with the goal of working toward a community culture of welcome and safety for all people. This statement will spearhead establishing an equity committee that will guide work toward the stated goals of equity and inclusion. The work of dismantling unseen bias is complex and will best be accomplished by centering the voices of marginalized people and with the full support and participation of town leadership. We will be proposing initial steps and a request for funding to support this crucial work. Thank you for your consideration.

Respectfully,

Richmond Racial Equity

Town of Richmond Declaration of Equity and Inclusion

The Town of Richmond, Vermont condemns racism, and welcomes all persons, regardless of race, color, religion, national origin, sex, gender identity or expression, age, or disability, and wants everyone to feel safe and welcome in our community.

As a town, we formally condemn all discrimination in all of its forms, commit to fair and equitable treatment of everyone in our community, and will strive to ensure all of our actions, policies, and operating procedures reflect this commitment.

The Town of Richmond has and will continue to be a place where individuals can live freely and express their opinions.

By the Richmond Selectboard on _____ 2021.
