



EQUITY & DIVERSITY TASK FORCE
Status Update

Shelburne Selectboard, March 23, 2021



TOWN OF SHELBURNE

(Draft) VISION STATEMENT PROPOSAL

DEVELOPED BY EQUITY & DIVERSITY TASK FORCE

The Town of Shelburne recognizes that historical and ongoing structures and systems in our nation, state, and community maintain and continue forms of injustice and oppression.

The Town of Shelburne is actively committed to ensuring and sustaining equity, anti-racism, anti-bias and belonging for all people in our community.

DEFINITIONS

DIVERSITY

DIVERSITY is the presence of differences that may include race, gender, religion, sexual orientation, ethnicity, nationality, socioeconomic status, language, (dis)ability, age, religious commitment, or political perspective. Populations that have been-and remain- underrepresented ...and marginalized in the broader society.

(eXtension Foundation Impact Collaborative, <https://dei.extension.org>)

EQUITY

EQUITY is promoting justice, impartiality and fairness within the procedures, processes, and distribution of resources by institutions or systems. Tackling equity issues requires an understanding of the root causes of outcome disparities within our society.

(eXtension Foundation Impact Collaborative, <https://dei.extension.org>)

INCLUSION

INCLUSION is an outcome to ensure those that are diverse actually feel and/or are welcomed. Inclusion outcomes are met when you, your institution, and your program are truly inviting to all. To the degree to which diverse individuals are able to participate fully in the decision-making processes and development opportunities within an organization or group.

(eXtension Foundation Impact Collaborative, <https://dei.extension.org>)

DISCRIMINATION

DISCRIMINATION: The unequal treatment of members of various groups based on race, gender, social class, sexual orientation, physical ability, religion and other protected categories.

(Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit)

RACISM

Racism is a complex system of beliefs and behaviors, grounded in a presumed superiority of the white race. These beliefs and behaviors are conscious and unconscious; personal and institutional; and result in the oppression of people of color and benefit the dominant group, whites. A simpler definition is racial prejudice + power = racism.

(Institute for Democratic Renewal and Project Change Anti-Racism Initiative. A Community Builder's Tool Kit)

RACISM

Racism is different from racial prejudice, hatred, or discrimination. Racism involves one group having the power to carry out systematic discrimination through the institutional policies and practices of the society and by shaping the cultural beliefs and values that support those racist policies and practices.

(“[What Is Racism?](#)” – Dismantling Racism Works (dRworks) [web workbook](#))

ANTI-RACISM

ANTI-RACISM: The work of actively opposing racism by advocating for changes in political, economic, and social life. Anti-racism tends to be an individualized approach, and set up in opposition to individual racist behaviors and impacts.

(Race Forward, "[Race Reporting Guide](#)" (2015))

RACIAL EQUITY

RACIAL EQUITY: Racial equity is the condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. When we use the term, we are thinking about racial equity as one part of racial justice, and thus we also include work to address root causes of inequities, not just their manifestation. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

(Center for Assessment and Policy Development)

INTERSECTIONALITY

INTERSECTIONALITY: A prism to see the interactive effects of various forms of discrimination and disempowerment. It looks at the way that racism interacts with patriarchy, heterosexism, classism, xenophobia — seeing that the overlapping vulnerabilities created by these systems actually create specific kinds of challenges.

“Intersectionality 102,” then, is to say that these distinct problems create challenges for movements that are only organized around these problems as separate and individual.

(<https://www.racialequitytools.org/glossary>)

WHITE SUPREMACY

WHITE SUPREMACY: The idea (ideology) that white people and the ideas, thoughts, beliefs, and actions of white people are superior to people of color and their ideas, thoughts, beliefs, and actions. While most people associate white supremacy with extremist groups like the Ku Klux Klan and the neo-Nazis, white supremacy is ever present in our institutional and cultural assumptions that assign value, morality, goodness, and humanity to the white group while casting people and communities of color as worthless (worth less), immoral, bad, and inhuman and “undeserving.” Drawing from critical race theory, the term “white supremacy” also refers to a political or socio-economic system where white people enjoy structural advantage and rights that other racial and ethnic groups do not, both at a collective and an individual level.

([“What Is Racism?”](#) – Dismantling Racism Works (dRworks) [web workbook](#))

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RECOMMENDATIONS

For Selectboard

- Work with town leaders to adopt the Equity & Anti-Racism/Anti-Bias Vision Statement
- Restructure the current Task Force to include more diverse voices & representation of marginalized groups.
- Make the group an official installation within the Town Government Structure/ Create a Town Committee
- Ensure town leadership participation within the Committee.

CURRENT & ONGOING COMMITTEE

TASKS

- The newly formed Committee will:
 - Create goals for an RFP
 - Identify and apply for grants to fund consultant(s) and/or a full-time equity position and Committee members
 - Choose, vet, hire, consultant(s)/ equity position
 - Collaborate with consultant(s) to create measurable, and equitable, and sustainable goals for the Town's DEI Work

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DEI CONSULTANT/ PROFESSIONAL

The Consultant(s) will:

- Work with the Committee to develop a plan for inclusion of underrepresented voices within decision making structures.
- Assist the Committee with an equity audit & develop an Equity Plan for the Town.
- Assist in creating a plan for implementation of the town Equity Plan, including methods for accountability and sustainability.