

South Burlington City Council
Declaration of Inclusion

The South Burlington City Council recognizes that our community is strongest, most connected, and best served when trust is held between city government and the community; when all feel they can participate in policy making and municipal programming; when all have equitable access to city services; and when all believe that their leaders are actively working to breakdown hundreds of years of systematic racism. More civic engagement, community connection, and mutual trust is critical as we rise to the challenges South Burlington, Vermont, our nation, and the world face today.

To that end, the South Burlington City Council condemns racism, sexism, classism, ableism, ageism, religious intolerance, and homophobia, in all its forms. We welcome all persons, regardless of race, color, religion, national origin, sex, gender identity or expression, age, or physical and/or mental capabilities, to participate in governance, and we will make every effort to provide a safe and welcoming community for all.

The South Burlington City Council stands with our community and commits to being more visible, vocal, and supportive in our efforts to ensure equity and racial justice, and to directly address systemic and overt racism, sexism, classism, ableism, ageism, religious intolerance, homophobia, and implicit bias. We will work together with the City Manager and City staff, to ensure all of our actions, policies, and operation procedures reflect this commitment.

As leaders, the South Burlington City Council commits to strengthen the trust in our community by employing City staff team members who reflect the community we serve as well as bring values of integrity, compassion and respect for all individuals, and demonstrate these values every day.

The City Council recognizes that a Declaration of Inclusion is only the first step towards addressing the impacts from centuries of historic systems that have marginalized many members of our community. This work will take dedicated anti-racist initiatives that we bring into our everyday decision making. What follows are concrete ways that we are addressing these issues in the coming months and years. We will continue to add to this list in the future.

DEDICATED STAFF. The City Manager has formed a cross-departmental working group of city staff members who will provide input, vet initiatives, and provide recommendations to both the City Manager and City Council.

PARTNERSHIPS. The Council commits to forming new partnerships that will amplify all of our efforts and help effect real change.

REPRESENTATION. The Council strongly encourages all persons, regardless of race, color, religion, national origin, sex, gender identity or expression, age, or physical and/or mental

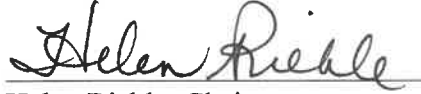
capabilities, to apply for staff, committee, and elected positions. We will work to implement new ways to broaden and enhance our recruitment.

EDUCATION. The Council commits to investing in additional staff and Council/committee training around topics related to implicit bias, racism, classism, ableism, ageism, religious intolerance, homophobia, and implicit bias at the municipal level. We will share these resources with the public as available.

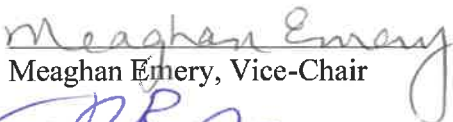
COMMUNICATIONS. The Council commits to including all voices, perspectives, languages, and imagery in our messaging and publications.

Dated this 18th day of July, 2022.

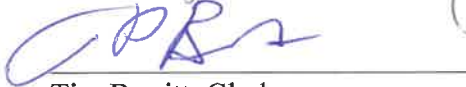
SOUTH BURLINGTON CITY COUNCIL



Helen Riehle, Chair



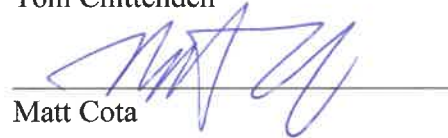
Meaghan Emery, Vice-Chair



Tim Barritt, Clerk



Tom Chittenden



Matt Cota