



An act relating to promoting racial and social equity in economic opportunity and cultural empowerment  
(H.406) Overview

1. Adds as an economic development principle that “Vermont embraces its responsibility to **course correct the historical impact of economic exploitation and exclusion** from opportunity due to race and ethnicity for American descendants of slavery and the broader Black, Indigenous, and other Persons of Color community”
2. **Establishes a Department of Cultural Empowerment and Economic Advancement** within the Agency of Commerce and Community Development (ACCD).
3. **Directs programming implementation through a statewide Cultural Empowerment and Economic Advancement Network**, which shall consist of four Community Empowerment Centers located in different geographic regions of the State.
4. Creates a special fund in the State Treasury named the Vermont Department of Cultural Empowerment and Economic Advancement Grant Fund.
5. **Implements a grant program for qualified organizations and collaboratives led by Black, Indigenous, and other Persons of Color (BIPOC) that provides grants to support programming throughout the CEEA Network.**
6. **Provides programming** through a statewide Cultural Empowerment and Economic Advancement Network, consisting of four Community Empowerment Centers located in different geographic regions of the State and provides the following programming.
  - a. Cultural empowerment
  - b. Business Cultivation and Support Program,
  - c. Personal and professional development
  - d. Wealth development and management planning, consisting
7. **Directs the creation of a BIPOC Business Development** Program through a collaboration of the Department of Economic Development, Vermont Economic Development Authority, the Vermont Center for Emerging Technologies, the Vermont Small Business Development Center, and other relevant stakeholders
8. **Directs the creation of BIPC Business Procurement** for all agencies and departments within state government Program by the Secretary of Administration
9. Directs the Secretary of Administration, in consultation with the Racial Equity Director, to adopt rules that require each Agency and Department in this State to implement policies and procedures designed to **create pathways for career advancement for current and future employees who are members of BIPOC communities in this State.**
10. Directs the Department of Labor, in collaboration with the Vermont State Colleges and the Vermont Training Program within the Agency of Commerce and Community Development, to **design and implement five continuing education and apprenticeship programs for members of BIPOC communities in this State.**