



Vermont Racial Justice Alliance Public Action Advisory and Guidance

Re: Joint Legislative Resolution: Racism Constitutes a Public Health Emergency in Vermont (Act R-113)

Monday, Nov 15, 2021

This Advisory and Guidance is provided to assistance businesses, nonprofits and agencies in eradicating systemic racism.

Advisory on Racism Constituting a Public Health Emergency

The Vermont Racial Justice Alliance stands with the Vermont Legislature in support of the Joint Legislative Resolution: Racism Constitutes a Public Health Emergency in Vermont (Act R- 113). This resolution is in response to centuries of racial oppression in this country. This oppression has and continues to exist in Vermont. Though racism has and continues to include heinous incidents of impactful overt racism, our work focuses on an aspect referred to as **systemic racism**. Our “Turning the Curve on Systemic Racism: Building Back a Healthier Vermont” **Campaign** lays some of the important groundwork required to eradicate systemic racism including our series, which offers a definition of systemic racism, its roots, impact and some real solutions.

Black and Brown folks consistently suffer as a result of disproportionate adverse outcomes produced by a health care system designed by and for White people. The consistent and simultaneous disproportionate adverse outcomes of housing; education, employment, transportation, justice system and economic development determinants further contribute to poor health outcomes for Black, Indigenous and other People of Color. In fact, the Vermont Attorney General and Human Rights Commission Task Force on Act-54 Racial Disparities in State Systems Report and Recommendations dated December 2017 details findings on racial disparities across all systems in Vermont.¹ Also notable is the fact that pre Corona Virus Pandemic; the median wealth of a Black family was 1/13th of that of a white family. It is through generations of unfair policy that this wealth gap has been created. It is persistent emotion-laden racist framing that maintains and rationalizes this privilege and power.

We know that this is an unjust and our experiences throughout this Corona Virus Pandemic have shown us more clearly than ever that anything that affects one directly, affects all indirectly. Eradicating systemic racism requires a comprehensive approach that must enlist a whole of society approach and involve (as stated by the late Reverend Dr. Martin Luther King) a “radical redistribution of political and economic power”.

¹ <https://hrc.vermont.gov/sites/hrc/files/publications/2017-12->



Vermont Racial Justice Alliance Public Action Advisory and Guidance

Joint Legislative Resolution: Racism Constitutes a Public Health Emergency in Vermont

Systemic Racism Eradication Program Guidance

Organizations businesses and agencies must implement a transformational, data driven, programmatic approach to eradicating systemic racism. The following guidance is provided.

1. Implement a programmatic approach to eradicating systemic racism; and
2. Designate a person responsible for eradicating systemic racism, reporting to the chief executive; and
3. Provide sufficient data, policy, training and outreach support for the function of systemic racism mitigation; and
4. Undertake a comprehensive review of their practices of collecting high impact, high discretion, racially disaggregated data; and
5. Create data dashboards to enable management of progress; and
6. Implement a fairness and diversity policy; and
7. Conduct initial and ongoing systemic racism mitigation training;
8. Conduct racial impact assessments of all existing and emerging policy; and
9. Review hiring, appointment and promotion processes through a racial equity lens; and
10. Integrate systemic racism mitigation as an integral component of employee evaluations

The Joint Legislative Resolution Racism Constitutes a Public Health Emergency in Vermont (Act R0113 is component of a larger strategy being carried out by the Vermont Racial Justice Alliance. This strategy involves Platforms and Initiatives, including our A.C.T. Legislative Agenda (which includes Act R-113); Outreach and Education, Community Engagement and Support and Cultural Empowerment.

Contact us for recommendations on resources your organization can use to eradicate systemic racism.

Vermont Racial Justice Alliance

<https://vtracialjusticealliance.wordpress.com/>

[E: info@vtracialjusticealliance.org](mailto:info@vtracialjusticealliance.org)

IG: [vtracialjusticealliance](#)

T: [@VermontAllies](#)

F: [@VTRacialJusticeAlliance](#)