



**VLCT
PACIF**

MEMBER SPOTLIGHT

OCTOBER 2022

VERMONT LEAGUE OF CITIES AND TOWNS (VLCT) COMMITMENT TO JDEIB

The Vermont League of Cities and Towns (VLCT) and the Property and Casualty Intermunicipal Fund (PACIF) are working to help members put the work of justice, diversity, equity, inclusion, and belonging (JDEIB) in the center of their decision making, policies, practices, and programs.

VLCT's Executive Director, Ted Brady, is leading the efforts to support equity-related awareness and action within VLCT and for their members. Read on to learn what Ted has to say about racial equity in Vermont.

Vermont exceptionalism is real. We have some of the best maple syrup, cheddar cheese, skiing and snowboarding, and beer in the world. Unfortunately, many Vermonters carry that exceptionalism beyond reality in claiming that many of the social ills that impact nearly every other corner of the country, like racism, don't exist here. When the Vermont League of Cities and Towns held listening sessions on race and equity, I heard a lot of people say: "Oh, we don't have that problem here." Yet one statistic challenges that narrative: Vermont is the second whitest state in the country. This dubious distinction suggests Vermont has not been a welcoming place for non-white individuals. What does that mean for municipal leaders and the municipal associations and risk pools that serve them? Most likely it translates to inexperience in addressing racial inequalities, and at times an inability to even see them.

As residents of Vermont demanded that Vermont municipalities respond to the racial injustices around the country, municipal officials began asking the Vermont League of Cities and Towns for help. We put together an Equity Committee comprised of municipal officials from around the state, hired an equity consultant, and got to work building an equity action plan. Our risk pool, the VLCT Property and Casualty Intermunicipal Fund, then funded the first implementations of that plan: the creation of an equity toolkit that lays out a roadmap of how communities can effectively consider justice, diversity, equity, inclusion, and belonging. Our hope is it will help municipal leaders purposely consider whether or not we "...have that problem here," and what do to about it when we realize we do.

Learn more about what VLCT and PACIF are doing to promote JDEIB, access their resources [here](#).