**Strategy**: The language in Vermont agencies must be reviewed and updated to be more equitable.

**Background**: The General Assembly recognizes that further legislative action should be taken to address the continuing impact of State-sanctioned eugenics polices and related practices of disenfranchisement, ethnocide, and genocide. (*No. R-114. June 2021 -- Joint resolution sincerely apologizing and expressing sorrow and regret to all individual Vermonters and their families and descendants who were harmed as a result of State-sanctioned eugenics policies and practices (J.R.H.2)).* Rural Vermont Plan for the Future 1931, Chapter 4 on Topography and Climate, Chapter 5, Soils, Chapter 6, Agriculture, Chapter 7 Forestry was the beginning of, and foundation for, the language and philosophy of that various Vermont Agencies that echoes the beliefs of the Eugenicist from 1920’s and 1930’s and is inequitable and inappropriate (i.e., ANR and Vermont Dept. of forests parks and recreation and other agencies’ foundational documents used words, ideas, and categorizations for people like “defected people, defected children,” “people of average talent,” “deplorables,” “crippled,” and for nature “loss bearing low grade trees,” “eliminate poor trees and inferior species,” “soil has little to no agricultural value,” and “waste land, and “idle hillsides” that echo in language used today) (see also UVM President Sullivan’s apology letter of UVM’s role in eugenics from June 21, 2019).

**Actions**

1. Secretaries and Commissioners in relevant agencies must make this a top priority.
2. Train the staff and leadership about the history of Vermont including the harm that has been done in the name of conservation in Vermont. These recommendations seek to better reflect and align with Climate Council’s 2021 proposal for today and desire for and commitment to equity. In addition, this will help the people working in these areas to obtain cultural humility.