

EXPECTATIONS

of IDEAL Vermont members

Members of IDEAL Vermont are a coalition of local leaders who share a common goal: to make Vermont more inclusive and equitable for our current *and* future residents and visitors. Members hold themselves and each other to a high standard to accomplish this goal. Below are some of the ways in which members can count on one another's support.

VISION

We work toward a shared vision:
A more inclusive Vermont whose diverse communities are respected, protected, and represented.

ATTITUDE

We bring our authentic selves to challenging discussions and policy work. As a group, we come from varied backgrounds and perspectives, and we approach our interactions with respect.

HONESTY

We recognize that in order to address systemic bias and discrimination, we must be willing to acknowledge and confront the many ways in which we uphold and/or benefit from it.

URGENCY

We are committed to enacting change *in our lifetimes*, because centuries of oppression have created unjust systems that have life-or-death consequences *today*.

RESULTS

We are committed to learning, but we are even more committed to *doing*. By moving past theory into practice, we seek tangible evidence that our work positively impacts our communities each day.

PRESENCE

We maintain reliable and active engagement on our virtual platform and at monthly in-person gatherings, hosted by our member communities around the state.

LEARN MORE

IDEAL Vermont is only as strong as the members who move it forward. To learn more about how your community or organization can support this statewide initiative, visit racialequity.vermont.gov

WHAT MAKES UP THE IDEAL VERMONT?

INCLUSION, DIVERSITY, EQUITY, ACTION, LEADERSHIP

★ **13** ★
MEMBERS

municipalities in the
IDEAL Vermont cohort
as of March 2024

Bennington
Brattleboro
Burlington
Essex
Fairfax
Glover
Hardwick



Hartford
Hinesburg
St. Albans
South Burlington
Tinmouth
Winooski



ACCESS TO RESOURCE LIBRARY

Online platform where members can connect through forum discussions, access written materials, post and view upcoming date/events, and exchange resources



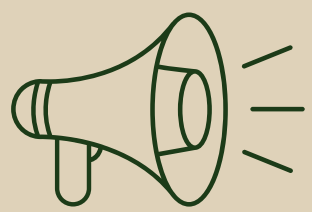
ACCESS TO GRANT FUNDING

Provided by the VT Community Foundation to assist municipalities with small projects that will meaningfully advance equity

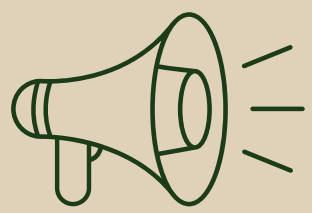


ACCESS TO TECHNICAL ASSISTANCE

Direct connections to relevant staff at State agencies who will help municipalities implement their learning and strategies.



Non-Performative: Members are expected to make tangible investment and progress to advance equity in their communities.



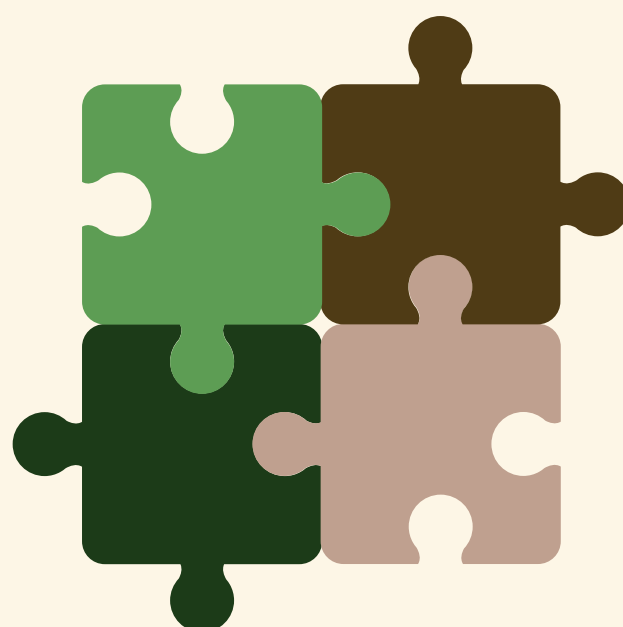
Mutual Aid: Members are expected to support one another as they tackle difficult and sometimes contentious issues in their communities.

MEMBER EXPECTATIONS

Vision
Attitude
Honesty
Urgency
Results
Presence

PROGRAM PARTNERS

VT League of Cities & Towns
VT Community Foundation
VT Council on Rural Development
VT Declaration of Inclusion
Abundant Sun



VISIT HERE TO LEARN MORE

<https://racialequity.vermont.gov/ideal-vermont>