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Sent: Friday, April 6, 2018 9:53 AM

To: vermont-house-government-operations@googlegroups.com

Cc: Brynn Hare; racial-justice-reform-coalition@googlegroups.com; racial-justice-reform-advocates@googlegroups.com

Subject: Follow-up of Mark Hughes - Witness, S.281 Systemic Racism Mitigation Bill

Madam Chair and House Committee on Government Operations,

Please find below the critical input that the Racial justice Reform Coalition intended to offer, had H.868 been taken up. These points are **important to take into consideration**, should you consider incorporating language from the bill into S.281:

- 1) The Equity Commission should serve an independent agency (not under the HRC) and the Director position in should be funded.
- 2) Title 9 4552 - There shall be separation of roles of litigators and investigators in the HRC
- 3) Title 9 4554 - (a) should be stricken. There should be no "**efforts to resolve the matter by informal means prior to a determination of whether there is reasonable grounds to believe that unlawful discrimination has occurred**".
- 4) Section 4 (3) (B) (b) should state "Each State government agency and education organization"
- 5) An additional litigator and an Outreach Coordinator should be added to the HRC.
- 6) General Observation - **When are agencies required to begin to provide data?**
- 7) 20 VSA 2366 (e)(1) - As written would not require LE race traffic data collection to start again until June 30, 2019. The intent is to start collecting UoF data at that time.
- 8) Section 6 (2) As written, pushes back the anti-bias training (Act 147 2016) to March 2019. The intent is to start the training on appropriate use of force, de-escalation and cross-cultural awareness in March.

I am also providing my testimony, delivered on April 4th at 9:30 AM, in your Committee, the Racial Justice Reform Research Document and an S.281 Questions and Answers Document for your review and the record.

Respectfully,

Mark

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