

Racial justice means not only that people are treated equally in terms of trust/respect/opportunity regardless of their race, but that active and deliberate effort is made to acknowledge and dismantle the structures and implicit social biases held by the in-power group and used to restrain disempowered (essentially non-white) groups, including hiring/promotion biases, disproportionate criminal justice response, policies that implicitly target minorities, and anything else done in service, whether intentional or accidental, to a notion of discouraging ethnic minorities from our communities."

Joshua Klavens, Montpelier