

## Racial Equity and Act 186 – Conditions of Well-being for *All* Vermonters Measuring Population Well-being

Vermont's Quality of Life Outcomes approved by Vermont Legislature S. 293 2014

1) Vermont has a prosperous economy. (2) Vermonters are healthy. (3) Vermont's environment is clean and sustainable. (4) Vermont's communities are safe and supportive. (5) Vermont's families are safe, nurturing, stable, and supported. (6) Vermont's children and young people achieve their potential, including: (A) Pregnant women and young people thrive. (B) Children are ready for school. (C) Children succeed in school. (D) Youth choose healthy behaviors. (E) Youth successfully transition to adulthood. (7) Vermont's elders and people with disabilities and people with mental conditions live with dignity and independence in settings they prefer. (8) Vermont has open, effective, and inclusive government at the State and local levels.

All of these outcomes pertain to the well-being of Vermonters of color – population-level indicators can be written in more detail through using the racial disparities lens:

Examples to consider:

Outcome: Vermont has a prosperous economy.

Indicator: Number/percent of business owners who are people of color

Indicator: Number/percent of homeowners who are people of color

Outcome: Vermonters are healthy.

Indicator: Percent of Vermonters of color with health insurance.

Indicator: Percent of Vermonters of color with a medical home.

Outcome: Vermont's communities are safe and supportive.

Indicator: Percent of offenders who live in affordable housing immediately upon their release.

Indicator: Percent or rate of residents of color entering the corrections system.

Outcome: Vermont's children and young people achieve their potential, including:

(A) Pregnant women and young people thrive.

Indicator: Percent of women of color who receive first trimester prenatal care

Indicator: Percent of children of color with health insurance

(B) Children are ready for school.

Indicator: Percent of children of color ready for school in all five domains of healthy development

(C) Children succeed in school.

Indicator: Percent of children of color below the basic level of 4<sup>th</sup> grade reading achievement under State standards

Indicator: Percent of children of color who drop out of school

Indicator: Percent of children of color who graduate from high school

(D) Youth choose healthy behaviors.

Indicator: Rate of pregnancy for young women of color (15-17 & 18-19 years of age)

Indicator: Number and rate of minors of color who are under the supervision of the Dept. of Corrections.

(E) Youth successfully transition to adulthood.

Indicator: Percent of high school seniors of color with plans for education, vocational training, or employment.

Indicator: Percent of graduating seniors of color who continue their education within 6 months of graduation

(7) Vermont's elders and people with disabilities and people with mental conditions live with dignity and independence in settings they prefer.

Indicator: Rate of confirmed reports of abuse and neglect of vulnerable adults of color

(8) Vermont has open, effective, and inclusive government at the State and local levels.

Indicator: Number/percent of Vermonters of color elected to town, county and State office.

## Racial Equity and Service System, Program Performance Measuring Performance and Well-being of Clients

Performance measures are measures of how well public and private programs and agencies are working. The State of Vermont Chief Performance Officer has designated an employee in each agency of State government to be a performance accountability liaison to the General Assembly. Racial disparities performance measures need to be added to the present reporting requirements. Take into account quantity and quality vs. effort and effect in preparing performance measures. Each of the examples listed need to be expanded keeping this intersection in mind.

Examples to consider:

Service System: Economic Development

Performance Measure: Entrepreneur development education engages people of color

Performance Measure: Re-define job descriptions to emphasize competency over degrees

Performance Measure: Best practice in retention of people of color in work settings

Service System: Health Care

Performance Measure: Outreach to communities of color re: health insurance enrollment

Performance Measure: Outreach to communities of color re: securing a medical home

Performance Measure: Program that strengthens the academic proficiency and career development of students underrepresented in the health professions and prepares them for a successful application and matriculation to health professions schools.

Service System: Housing

Performance Measure: Number of landlords who will rent to ex-offenders

Performance Measure: Percent of ex-offenders who have a circle of support and accountability upon release from prison

Service System: Early Childhood and Education

Performance Measure: Early education available to children of color, including transportation

Performance Measure: Percent of administrators, teachers and support staff in each school who have received ongoing implicit bias education.

Performance Measure: Social competency development education (topics include implicit bias and privilege) is established as parallel to academic achievement in all public schools.

Performance Measure: Programs exist to help youth of color gain connections to the larger community, where they see themselves having a valuable role.

Performance Measure: Internship programs support graduating students of color to gain awareness of employment opportunities.

Service System: Aging

Performance Measure: All elderly advocates and ombudsmen have ongoing education related to implicit bias and racial disparities.

Service System: State Government

Performance Measure: Support programs identify, train, and encourage people of color to run for office at all levels of government, get elected, and serve their communities and our state.