

**GROUP 1**

**Vermont has a prosperous economy.**

	Indicator	Status	Proposed Change
1	(A) employment rate	Currently reported	Disaggregate race, gender
	(i) percent or rate per 1,000 jobs of nonpublic sector employment;	Currently reported	Disaggregate race, gender
	(ii) net change in nonpublic sector employment; and	Currently reported	Disaggregate race, gender
	(iii) rate of unemployment per 1,000 people in Vermont;	Currently reported	Disaggregate race, gender
2	(B) median household income;	Currently reported	Disaggregate race, gender
3	(C) net new jobs;	Currently reported	Disaggregate race, gender
4	(D) net new business establishments;	Currently reported	
5	(E) percent of population living at or below 185% of the federal poverty level;	Currently reported	Disaggregate race, gender; Change to 250%
6	(F) gross State product (GSP) per capita; and	Currently reported	
7	(G) genuine progress indicator (GPI) on a three-year basis.	Currently reported	
8	(A) employment rate	Currently reported	Disaggregate race, gender
9	(i) percent or rate per 1,000 jobs of nonpublic sector employment;	Currently reported	Disaggregate race, gender
10	(ii) net change in nonpublic sector employment; and	Currently reported	Disaggregate race, gender
11	(H) rates of homeownership	SOV Racial Eq. Dir.	Disaggregate race, gender
12	(I) MWBEs as share of total businesses in VT,	SOV Racial Eq. Dir.	Disaggregate race, gender
13	(J) Small business loan discrimination/denial,	SOV Racial Eq. Dir.	Disaggregate race, gender
14	(K) Unemployment rate (U-6 measure),	SOV Racial Eq. Dir.	Disaggregate race, gender
15	(L) Median household income	SOV Racial Eq. Dir.	Disaggregate race, gender
16	(M) Adults living ≤200% of federal poverty line	SOV Racial Eq. Dir.	Disaggregate race, gender
17	(N) Access to affordable childcare and/or head-start programming	SOV Racial Eq. Dir.	Disaggregate race, gender
18	(O) J-1 visa waivers utilized in Vermont,	SOV Racial Eq. Dir.	Disaggregate race
19	(P) Financial recovery post-emergency (long term economic outcomes post emergency, e.g., of jobs lost, how many were BIPOC , etc.)	SOV Racial Eq. Dir.	Disaggregate race, gender, SES
20	(Q) Average wage & Benefits	Public Hearing	Disaggregate race, gender
21	(R) Paid Leave	Public Hearing	Disaggregate race, gender
22	(S) Rental Availability/Avg. Cost	Public Hearing	
23	(T) Tourism industry/Chambers pay funds to be used to promote BIPOC ads to work/live in VT especially farming/dairy	Public Hearing	

**GROUP 2****Vermonters are healthy.**

	<b>Indicator</b>	<b>Status</b>	<b>Proposed Change</b>
1	(A) percent of adults 20 years of age and older who are obese;	Currently reported	Disaggregate race, gender
2	(B) percent of adults who smoke cigarettes;	Currently reported	Disaggregate race, gender
3	(C) percent of Vermonters age 18 and older who binge drank in last month;	Currently reported	Disaggregate race, gender
4	(D) number of persons who are homeless (adults and children);	Currently reported	Disaggregate race, gender
5	(E) rate of suicide per 100,000 Vermonters;	Currently reported	Disaggregate race, gender
6	(F) fall-related deaths per 100,000 adults age 65 and older;	Currently reported	Disaggregate race, gender
7	(G) percent of adults with any mental health condition receiving treatment;	Currently reported	Disaggregate race, gender
8	(H) number of accidental (non-suicide) drug deaths involving opioids; and	Currently reported	Disaggregate race, gender
9	(I) number of opioid analgesic morphine milligram equivalents (MMEs) dispensed per 100 residents	Currently reported	Disaggregate race, gender
10	(J) Housing evictions (adults without children)	SOV Racial Eq. Dir.	Disaggregate race, gender
11	(K) Rental maintenance defects	SOV Racial Eq. Dir.	Disaggregate race, SES
12	(L) Homelessness rate	SOV Racial Eq. Dir.	Disaggregate race, gender
13	(M) Vermonters with access to mental health services	SOV Racial Eq. Dir.	Disaggregate race, gender
14	(N) Maternal and infant mortality rates	SOV Racial Eq. Dir.	Disaggregate race
15	(O) Adults who are obese	SOV Racial Eq. Dir.	Disaggregate race, gender
16	(P) Asthma rate	SOV Racial Eq. Dir.	Disaggregate race, gender
17	(Q) Adults with health insurance	SOV Racial Eq. Dir.	Disaggregate race, gender
18	(R) Vermonters with primary care providers	SOV Racial Eq. Dir.	Disaggregate race, gender
19	(S) Vermonters with health insurance	SOV Racial Eq. Dir.	Disaggregate race, gender
20	(T) Vermonters with dental insurance	SOV Racial Eq. Dir.	Disaggregate race, gender
21	(U) Chronic Disease Prevention	Public Hearing	Disaggregate race
22	(V) Hospitals report BIPOC health outcomes	Public Hearing	Disaggregate race

**GROUP 3****Vermont's environment is clean and sustainable**

	<b>Indicator</b>	<b>Status</b>	<b>Proposed Change</b>
1	(A) percent of public drinking water supplies in compliance with health-based standards;	Currently reported	

2	(B) total greenhouse gas emissions per capita, in units of annual metric tons of equivalent carbon dioxide per capita;	Currently reported	
3	(C) percent of Vermont's rivers and lakes (excluding Lake Champlain) that meet State water quality standards for fishing and for swimming;	Currently reported	
4	(D) changes in total phosphorus loading to Lake Champlain from Vermont sources in metric tons per year;	Currently reported	
5	(E) number of days air quality in Vermont posed a moderate or greater risk to sensitive populations; and	Currently reported	
6	(F) disposal rate of municipal solid waste in pounds per person per day.	Currently reported	
7	(G) living near landfills, [R]	SOV Racial Eq. Dir.	Disaggregate race
8	(H) Vermonters living near waste treatment facilities, [R]	SOV Racial Eq. Dir.	Disaggregate race
9	(I) Vermonters living near flood zones, [R]	SOV Racial Eq. Dir.	Disaggregate race
10	(J) Vermonters living near Superfund Sites, [R]	SOV Racial Eq. Dir.	Disaggregate race
11	(K) Vermonters living with poor air quality (PM 2.5), [R]	SOV Racial Eq. Dir.	Disaggregate race
12	(L) By 2024, No violations of hazardous air pollutants from any permitted air source affecting an overburdened community	SOV Racial Eq. Dir.	
13	(M) By 2024, 50% of hazardous sites in overburdened communities have a Corrective Action Plan	SOV Racial Eq. Dir.	
14	(N) Increased adoption of river corridor ordinances in overburdened communities	SOV Racial Eq. Dir.	
15	(O) Engagement in outdoor recreation activities, [R] [B] [S]	SOV Racial Eq. Dir.	Disaggregate race, gender, SES
16	(P) Visitors to outdoor spaces, [R] [B] [S]	SOV Racial Eq. Dir.	Disaggregate race, gender, SES
17	(Q) Complaints of harassment or discrimination on public lands	SOV Racial Eq. Dir.	Disaggregate race, gender

**Vermont's State infrastructure meets the needs of Vermonters, the economy, and the environment.**

	<b>Indicator</b>	<b>Status</b>	<b>Proposed Change</b>
1	(A) percent of Vermont covered by state-of-the-art telecommunications infrastructure;	Currently reported	
2	(B) percent of structurally-deficient bridges, as defined by the Agency of Transportation;	Currently reported	
3	(C) percent of Vermont retail electric sales from renewable energy;	Currently reported	
4	(D) State highway pavement condition ratings; and	Currently reported	
5	(E) public transit ridership.	Currently reported	Disaggregate race, gender
6	(F) Statewide geographic residential patterns	SOV Racial Eq. Dir.	Disaggregate race, gender

7	(G) Access to technology necessary to learn remotely	SOV Racial Eq. Dir.	
8	(H) Reported incidents of emergency-related discrimination or bias-motivated behavior (come from NAACP report; if and how many FEMA incidents were reported for VT)	SOV Racial Eq. Dir.	
9	(I) Average cost of public transportation, benchmark 2019	SOV Racial Eq. Dir.	
10	(J) Existence and adoption of equity guidelines in all environmental planning processes	SOV Racial Eq. Dir.	
11	(K) Number of direct transportation options to and from Burlington, benchmark 2019	SOV Racial Eq. Dir.	
12	(L) Number of direct transportation options to from Vermont from NY, MA and MTL, benchmark 2019	SOV Racial Eq. Dir.	
13	(M) Average number of hours of local transportation service, benchmark 2019	SOV Racial Eq. Dir.	

#### **GROUP 4**

**Vermont is a safe place to live [Recommended change: Vermont is a welcoming and safe place to live]**

	<b>Indicator</b>	<b>Status</b>	<b>Proposed Change</b>
1	(A) rate of petitions granted for relief from domestic abuse per 1,000 residents;	Currently reported	Disaggregate race, gender
2	(B) rate of violent crime per 1,000 crimes;	Currently reported	Disaggregate race, gender
3	(C) rate of sexual assault committed against residents per 1,000 residents;	Currently reported	Disaggregate race, gender
4	(D) recidivism rate;	Currently reported	Disaggregate race, gender
5	(E) incarceration rate per 100,000 residents;	Currently reported	Disaggregate race, gender
6	(F) number of first-time entrants coming into the corrections system; and	Currently reported	Disaggregate race, gender
7	(G) number of highway fatalities involving no or the improper use of seatbelts.	Currently reported	Disaggregate race, gender
8	(H) Traffic stops and post-stop outcomes	SOV Racial Eq. Dir.	Disaggregate race
9	(I) Use-of-force incidents	SOV Racial Eq. Dir.	Disaggregate race
10	(J) Incarceration rate,	SOV Racial Eq. Dir.	Disaggregate race
11	(K) Granting & revocation of community monitoring,	SOV Racial Eq. Dir.	Disaggregate race
12	(L) Misdemeanor and felony sentencing,	SOV Racial Eq. Dir.	Disaggregate race
13	(M) Arrest rates	SOV Racial Eq. Dir.	Disaggregate race
14	(N) Vermonters facing discrimination in housing rentals, baseline 2015 (Legal Aid Report)	SOV Racial Eq. Dir.	Disaggregate race
15	(O) Existence of community risk assessment and mitigation plan	SOV Racial Eq. Dir.	
16	(P) Adoption/Implementation of anti-discrimination policies in emergency shelters & food shelters	SOV Racial Eq. Dir.	

17	(Q) Smooth incorporation of equity provisions into mock/drill exercises (emergency planning)	SOV Racial Eq. Dir.	
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**Vermont's elders live with dignity and in settings they prefer. [Recommended change: Vermonters live with dignity and in settings they prefer]**

	Indicator	Status	Proposed Change
1	(A) AARP State ranking on long-term services and supports for older adults, people with physical disabilities, and family caregivers;	Currently reported	Disaggregate race, gender
2	(B) hospice enrollment: percent of chronically ill Medicare decedents age 65 and older who were enrolled in hospice during the last six months of life	Currently reported	Disaggregate race, gender

**Vermonters with disabilities live with dignity and in settings they prefer. [Recommended change: Vermonters live with dignity and in settings they prefer]**

	Indicator	Status	Proposed Change
1	(A) estimated employment rate of Vermonters age 21-64 with all disabilities.	Currently reported	Disaggregate race, gender

**GROUP 5**

**Vermont's families are safe, nurturing, stable, and supported**

	Indicator	Status	Proposed Change
1	(A) rate of substantiated reports of child abuse and neglect per 1,000 children;	Currently reported	Disaggregate race, gender
2	(B) rate of children and youth in out-of-home care per 1,000 children and youth	Currently reported	Disaggregate race, gender
3	(C) rate of reports of abuse, neglect, and/or exploitation of vulnerable adults recommended for substantiation per 1,000 vulnerable adults;	Currently reported	Disaggregate race, gender
4	(D) percent of residents spending less than 30% of income on housing; and	Currently reported	Disaggregate race, gender
5	(E) percent of Vermont households with food insecurity [placeholder].	Currently reported	Disaggregate race, gender
6	(F) Vermonters paying ≤30% of income for housing costs,	SOV Racial Eq. Dir.	Disaggregate race, gender
7	(G) Housing evictions (adults with children),	SOV Racial Eq. Dir.	Disaggregate race
8	(H) Rental vacancy rate,	SOV Racial Eq. Dir.	Disaggregate race
9	(I) Homelessness rate (adults with children),	SOV Racial Eq. Dir.	Disaggregate race

## Vermont's children and young people achieve their potential.

	Indicator	Status	Proposed Change
1	(A) percent of women who receive first trimester prenatal care;	Currently reported	Disaggregate race, gender
2	(B) percent of children ready for school in all four domains of healthy development;	Currently reported	Disaggregate race, gender
3	(C) percent of children below the basic level of fourth grade reading achievement under State standards;	Currently reported	Disaggregate race, gender
4	(D) percent of high school seniors with plans for education, vocational training, or employment	Currently reported	Disaggregate race, gender
5	(E) percent of adolescents in grades 9–12 using marijuana within the last 30 days; and	Currently reported	Disaggregate race, gender
6	(F) percent of adolescents in grades 9–12 who had a suicide plan	Currently reported	Disaggregate race, gender
7	(G) Access to affordable childcare and/or head-start programming,	SOV Racial Eq. Dir.	Disaggregate race
8	(H) High school graduation rate,	SOV Racial Eq. Dir.	Disaggregate race
9	(I) High school graduates who will attend college,	SOV Racial Eq. Dir.	Disaggregate race
10	(J) Students in AP classes,	SOV Racial Eq. Dir.	Disaggregate race
11	(K) Students reading at grade level,	SOV Racial Eq. Dir.	Disaggregate race
12	(L) School suspension & expulsion rates,	SOV Racial Eq. Dir.	Disaggregate race, gender
13	(M) Teachers who identify as people of color	SOV Racial Eq. Dir.	Disaggregate race
14	(N) Schools meeting statewide social or ethnic studies curriculum standards	SOV Racial Eq. Dir.	Disaggregate race
15	(O) 95% of schools achieve lead and PFAS standards (MCLs)	SOV Racial Eq. Dir.	
16	(P) school success rates	Public Hearing	Disaggregate race, gender
17	(Q) Funds for Schools (equalized \$\$?)	Public Hearing	
18	(R) Bullying in school	Public Hearing	Disaggregate race, gender

## GROUP 6

### Vermont has open, effective, and inclusive government.

*\*\*This outcome is a hybrid, speaking both to statewide systems as well as state government administration. You will therefore see a mixture of indicators and performance measures. \*\**

	Indicator	Status	Proposed Change
1	(A)(i) percent of people who are eligible to register to vote and who have registered; and	Currently reported	Disaggregate race, gender
2	(ii) percent of registered voters voting in the general election;	Currently reported	Disaggregate race, gender

3	(B) percent of State contracts and grants awarded that include performance measures;	Currently reported	
4	(C) number or percent of departments that are able to accept online payments; and	Currently reported	
5	(D) number or percent of agencies or departments using an up-to-date website template.	Currently reported	
6	(E) SOV contractors/vendors identified as MWBEs	SOV Racial Eq. Dir.	Disaggregate race, gender
7	(F) Equity impact assessments conducted on proposed legislation	SOV Racial Eq. Dir.	
8	(G) Membership on public bodies,	SOV Racial Eq. Dir.	Disaggregate race, gender
9	(H) Law enforcement officers who identify as people of color	SOV Racial Eq. Dir.	Disaggregate race
10	(I) Schools meeting statewide social or ethnic studies curriculum standards	SOV Racial Eq. Dir.	
11	(J) Schools with an equity liaison or equivalent role	SOV Racial Eq. Dir.	
12	(K) School administrators who identify as people of color	SOV Racial Eq. Dir.	Disaggregate race
13	(L) Number of professional exams offered in multiple languages	SOV Racial Eq. Dir.	
14	(M) Statewide and municipal use of Equity Impact Assessment tool	SOV Racial Eq. Dir.	
15	(N) Municipal adoption of state model policies on equity, inclusion, anti-discrimination, or data collection	SOV Racial Eq. Dir.	
16	(O) Publications translated into Vermont's 11 most commonly spoken languages	SOV Racial Eq. Dir.	
17	(P) SOV offices with prominently posted statement of rights of immigrants/refugees	SOV Racial Eq. Dir.	
18	(Q) Public-facing SOV offices with "I Speak" cards available	SOV Racial Eq. Dir.	
19	(R) SOV workforce who identify as people of color	SOV Racial Eq. Dir.	Disaggregate race
20	(S) Average wages and salaries of SOV employees, managers and executives, race disaggregated, baseline 2010	SOV Racial Eq. Dir.	Disaggregate race, gender
21	(T) SOV employment separation type and rate, [R]	SOV Racial Eq. Dir.	Disaggregate race, gender
22	(U) By 2021, all exempt SOV employees have RE responsibilities Incorporated into their responsibilities	SOV Racial Eq. Dir.	
23	(V) By 2022, 50% of all nonexempt SOV employees have RE responsibilities incorporated into their responsibilities	SOV Racial Eq. Dir.	
24	(W) Existence & adoption of model policy across state agencies	SOV Racial Eq. Dir.	
25	(X) Workplace complaints received by DHR & HCR related to racial bias or racial discrimination	SOV Racial Eq. Dir.	Disaggregate race, gender
26	(Y) SOV employees trained in racial discrimination/implicit bias	SOV Racial Eq. Dir.	
27	(Z) Court staff trained in racial discrimination/implicit bias	SOV Racial Eq. Dir.	
28	(AA) Judicial officers trained in racial discrimination/implicit bias	SOV Racial Eq. Dir.	
29	(BB) Rate & timing of SOV employee promotions,	SOV Racial Eq. Dir.	Disaggregate race, gender
30	(CC) SOV employees who are managers, supervisors, and executives,	SOV Racial Eq. Dir.	Disaggregate race, gender

31	(DD) Distribution of supervisors from historically marginalized groups across titles and agency,	SOV Racial Eq. Dir.	Disaggregate race, gender
32	(EE) #/prominence of such portrayals in Agency materials; # of partnered events hosted by and for people of color around natural resources and the outdoors	SOV Racial Eq. Dir.	
33	(FF) Feedback from leaders of indigenous groups. Track use of free Abenaki hunting/fishing licenses, and the donations of natural resource and wildlife materials.	SOV Racial Eq. Dir.	
34	(GG) Number and geographic distribution of outdoor education programs	SOV Racial Eq. Dir.	
35	(HH) Improvement in public survey responses regarding hunting/fishing licensing process	SOV Racial Eq. Dir.	
36	(II) 2022: Evidence of a system in place by which all new and replacement sign requests are reviewed for applicability to the Abenaki place name requirement; 2024: Number of signs generated with the alternative Abenaki place name added	SOV Racial Eq. Dir.	
37	(JJ) Number of languages (including aids for the visual and hearing impaired) of key Agency documents and signage	SOV Racial Eq. Dir.	
38	(kk) Employers receiving state funding report annual turnover	Public Hearing	Disaggregate race, gender