

SOV EQUITY IMPACT ASSESSMENT TOOL



Presentation to the House Committee on Appropriations

February 02, 2022

Intent and Impact

Historically, policy has been made based on the **needs and preferences of people in dominant groups**, which has created disparate impacts for marginalized groups.

Further, some well-meaning policies are intended to be neutral, but end up having disparate negative impacts for vulnerable groups. Sometimes these impacts are foreseeable, other times they are not.

Intent and Impact

Vermont recognizes that in failing to protect our most vulnerable from the impact of our policies and programs, we are only hurting ourselves.

One crucial defense against disparate impacts of policies and programs is to conduct **Equity Impact Assessments (EIAs)** prior to budgetary or programmatic decisions that will impact communities.

Equity Impact Assessment Overview

- Systematic examination of how different marginalized groups will likely be affected by a proposed action or decision.
- Used to minimize unanticipated adverse consequences in proposed policies, institutional practices, programs, plans and budgetary decisions. Reduces risk of discrimination complaints.
- Maximizes investments and staffing by anticipating needs, benefits, and harms.
- Best conducted during the decision-making process, *prior* to enacting new proposals. They are used to inform decisions, much like environmental impact statements, fiscal impact reports, and workplace risk assessments.

STATE OF VERMONT EQUITY IMPACT ASSESSMENT TOOL

The State of Vermont is committed to advancing equity for all those who live, work, play, and learn in Vermont. Through data-informed program design and careful consideration of compounded historical inequity, agencies across the state can craft budgetary and programmatic proposals that align with the State's values and meet individual and shared goals.

Instructions: Complete this form as thoroughly as possible and submit with any supporting documentation to [reviewer/approver]. For questions regarding this form, contact [contact person]

PROPOSAL BACKGROUND

1. Briefly describe the proposal. Include background information regarding the problem the proposal is intended to address.
2. Is the proposal related to COVID-19 response or recovery?
 - a. If so, is there federal or other COVID-19-related funding that may support the proposal?
3. What are the intended outcomes of the proposal?
4. What are the consequences of not implementing this proposal?

STAKEHOLDERS AND IMPACTED POPULATIONS

Identifying Stakeholders and Impacted Populations

5. Describe the proposal's target population. Include demographic information such as race, ethnicity, sexual orientation, gender identity or expression, age, etc.
6. How was this target population selected? Include any data that were relied upon to support the selection of this target population.
7. Did you meaningfully consult with community members in developing this proposal?
 - a. If so, how?
 - b. If so, did those community members include persons of color?
8. What geographic areas of the state will be most impacted by the proposal?
 - a. Is there a larger-than-average population of Vermonters of color in those areas?
9. How will the proposal incorporate cultural concerns of specific groups? (i.e. use of traditional healing practices, use of culturally appropriate diagnostic assessment tools, etc)?
10. Will public written materials generated through this proposal be translated?
 - a. If so, in which languages?
 - b. If not, why?
11. Does the proposal involve a social marketing strategy for the target population? Describe.

Inter-Agency or Multi-Sectoral Collaboration

12. Does the proposal build collaboration with other agencies or organizations? Explain.
13. Which other agencies (SOV or non-SOV) may have an interest in this proposal or its outcomes?

1 OF 4

Components of the EIA Tool

- EIA Sections
 - Proposal Background & intent
 - Identifies Stakeholders & level of engagement
 - Agency/Sector collaboration
 - Evaluates benefits and burdens
 - Data collection plan



I **D** **E** **A** **L**
INCLUSION DIVERSITY EQUITY ACTION LEADERSHIP
V E R M O N T

PRESENTATION TO THE HOUSE COMMITTEE ON APPROPRIATIONS

FEBRUARY 02, 2022

A STATE OF VERMONT EQUITY INITIATIVE

SUPPORTING LOCAL ACTION TO ADVANCE EQUITY

IDEAL Vermont

“IDEAL” stands for Inclusion, Diversity, Equity, Action, Leadership.

Through this statewide initiative, the State will play a convening and assistive role for municipalities seeking to advance equity through policy and knowledge-sharing.

Member municipalities must opt in to join and will be held to a high standard to ensure genuine commitment among the cohort.



ADVANCING OUR VALUES

Centering Equity

As part of their growth, municipalities around the state and the country are recognizing the need to prioritize equity and social justice. Already, dozens of Vermont's communities have taken steps to be more inclusive.

Collaboration

15

municipalities represented on the Equity Committee of the VT League of Cities & Towns

Education

20

VT school districts known to have an Equity Coordinator role as of December '21

Declaration

25

municipalities that have adopted a Declaration of Inclusion as of December '21

The State's Role

SUPPORTING UNIFIED LOCAL ACTION

Preemption & Curtailment

Many crucial policy decisions that fuel inequity are handled at the local level, limiting the role the State can play in leading local change.

Different On-Ramps

Each of Vermont's municipalities enters this work at a unique time and with a unique understanding of the subject matter. Shared understanding is key.

Strength in Numbers

Municipal leaders often feel alone in equity efforts, not knowing other towns are on similar journeys. Coalitions build strength.

Varied Resources

Municipalities have different levels of access to information, staff, volunteers, ideas, funding, and other necessary inputs.

Our Communities Are Ready

HEARING THE COMMUNITY'S CALL

Jeanette L.

RUTLAND

“Even if we could just have a space where we meet occasionally, maybe quarterly, that would be a big help.”

Jaime C.

PUTNEY

“How do I support interested folks in our state about how to govern at the town level with an equity framework?”

Jenn M.

HARDWICK

“I heard you might be considering a pilot program for towns that are ready to tackle equity & inclusion & I wanted to give my plug for choosing us.”

Tracy D.

ESSEX

“We need a forum or listserv or space to discuss and gain others' experiences, for networking & sharing what has & hasn't worked in other communities.”

COLLABORATIVE OPPORTUNITIES

Points of Intersection

SOV Racial Equity

Better Places

Federal recovery spending

VLCT Equity Committee