

VERMONT LEGISLATURE

Probing Equity Questions

1. **OVERARCHING GOAL**

- How does the proposed legislation distribute wealth and resources to increase social well-being for the racial/ethnic groups most adversely impacted?

2. **WHO**

- Which individuals benefit from the proposed bill?
- If BIPOC, LGBTQ+, disability and migrant communities do not benefit, how can they?

3. **WHY**

- Why is the legislative committee seeking to address this issue?
- Is the purpose of the legislation to uplift the communities most adversely impacted?
- What evidence has informed this bill?

4. **ENGAGEMENT**

- How is the committee being informed by the people most impacted by the outcomes of the proposed bill?
- What resources are needed to engage the voices and experiences of BIPOC, LGBTQ+, disability and migrant communities in the formulation of the bill?
- How will these communities be engaged in the evaluation of its success?
- Does the language/terminology of the bill reflect the self-identity of any group's mentioned; are terms included that might be considered hurtful or damaging in nature; and does the language reflect the temporal nature of social identity terms?

5. **TIMELINE**

- How quickly will the communities most affected by racial and social inequities begin to benefit from the proposed bill?

6. **REPAIRING HARM**

- How does the bill address recovery and repair of broken relationships by dismantling systemic structures that cause harm?
- How will the bill provide for more equitable and just systems for all Vermonters? Could the bill have disparate negative impacts on underrepresented groups? If yes, how can disparate impact be mitigated?
- Could the bill have disparate negative impacts on marginalized or underrepresented groups?
- If yes, how can the disparate impact be mitigated?

OUR CHALLENGE

How do legislators determine and then address systemic equity problems? If race is in fact a social construct manifested through caste systems and an arbitrary hierarchy of power, why is it so challenging to undo this? How can legislators value our collective humanity without further perpetuating white supremacy culture?

