**Follow up to CEDS Diversity, Equity and Inclusion discussion December 18, 2018**

**Takeaways:**

* **Communication about CEDS process** – newsletter, town bulletins, reach out to advocacy stakeholders, reach out to Root in Windham – question on how to improve outreach in Bennington
* **You don’t know what your neighbor needs, ask and trust them to tell you** – Pleasant Street block party. When we did it, it was what we wanted – when town dd it for us it was what they thought we should have
* **POB business owners are not members of “the chamber”** – Digital economy means jobs are changing and businesses are changing, we may not feel comfortable asking for help. I never “check the box” recognize that feds may have difficulty recognizing POC business leaders
* **2003 Roundtable found it was difficult to keep inclusive minded workers** – Coming from schools and communities where inclusiveness was not experienced or modeled
* Racism -> Poverty -> Self Medication -> higher likelihood of interaction with law enforcement
* **WF needs to learn cultural humility –** in order to provide visitors and experience that exceeds expectations
* **Brattleboro has founded Diverse WF Equity Collaborative –** that’s not Bellows Falls, Mountain Towns or Benn Co.
* **Racist symbols need to be challenged everywhere –** confederate flags at fairs vs patrons refusing patronage due to black lives matter signs in business windows in Brattleboro.
* **Who deserves to be here? –** POC from away like the same things about Vermont as everyone else: quiet, chickens in the backyard, bonfires
* **No indication for students of color that there is a place for them here –** where are POC educators, business owners, speakers for them to aspire to?

**Action items:**

* **Work with intention**
* **Chambers and others go to schools and say we need workforce that is culturally sensitive –** Ethnic studies in Schools bill should pass legislature early, look at how that will be implemented in schools, follow it
* **Do a community assessment across Southern Vermont of who is in the community**
* **Run this list by the POC Caucus**