

Belonging, Equity & Inclusion Committee of the City of St. Albans

Values and Goals – Adopted March 21, 2023

GROUP VALUES

- **Advocacy** – We acknowledge the existence of a status quo and recognize that there are those in power who benefit from maintaining it. We are committed to disrupting and dismantling the status quo, and to speaking truth to power. Each of us can and should speak out and take action to address barriers to belonging, equity, and inclusivity in our community.
- **Community** – We are in this together. We do this work, ultimately, in service to our neighbors, present and future. We identify and name how people of various identities/positions share common struggles and can work together for equity and justice, even when the challenges are distinct.
- **Growth** – We accept that as individuals, as a committee, and as a community we have learning and changing to do for BEI work to move forward. We believe that people are better than their failures, that people have purpose, and that people are redeemable. We want to invite people into understanding BEI issues, giving space for mistakes and growth.
- **Shared Responsibility** - We acknowledge that BEI work within the community is a shared enterprise that we participate in, and that we hold everyone in the community responsible for. Additionally, as individuals and a committee, we aim to hold ourselves responsible for our impact on others, to celebrate collective victories, and to make amends when we've done harm.
- **Hope** - We believe that we can make a difference and that our community can become more equitable and inclusive. We seek to nurture our capacity and motivation for doing the difficult work with compassion for ourselves and others. We will continue to find light and use it to uplift ourselves and others.
- **Sustainability** - We want our work to improve the community. Our focus is on doing work that results in long-term changes that can be stewarded by the community and without our ongoing support. Similarly we want our individual experience on the committee to be without burnout or undue harm, and for our impact on the earth to be minimal.
- **Centering the Margins** - We recognize that in our community there are those with greater power, influence, and resources than others - people and groups whose voices, interests, and concerns are consciously or unconsciously centered and elevated over others. We also believe that our community's strength is measured by how those on the margins, not those in the center, are faring. In this vein, we will actively work to make sure marginalized voices are heard and to honor and trust the lived experiences of those who have been excluded.

GOALS

- A. Identify grant/funding opportunities to support BEI Cmte goals.
- B. Explore opportunities to amplify and celebrate marginalized people and groups and bring people together in community.
- C. Identify and cultivate partnerships with people, organizations, and city leaders.
- D. Explore BEI goals/benchmarks that other municipalities are setting to better understand what we could be doing, what we want to be doing, and ways we can be in alignment with other cities, especially those in VT.
- E. Develop a plan for learning the BEI needs, interests, and priorities of those in the St. Albans community.
- F. Explore what a bias reporting and response process could be for the city of St. Albans.