

# Equity Advisory Committee (EAC) Kick-Off Virtual Workshop

Saturday, September 10th | 9:00 am - 11:30 am

Online via Zoom: <https://us02web.zoom.us/j/4705968092>

## WORKSHOP AGENDA

1. Welcome & Meeting Overview
2. Opening Conversation
  - a. Introductions
  - b. Participant discussion about best practices for equitable and effective groups

*Break*

3. Discuss possible roles and responsibilities for Equity Advisory Committee

*Break*

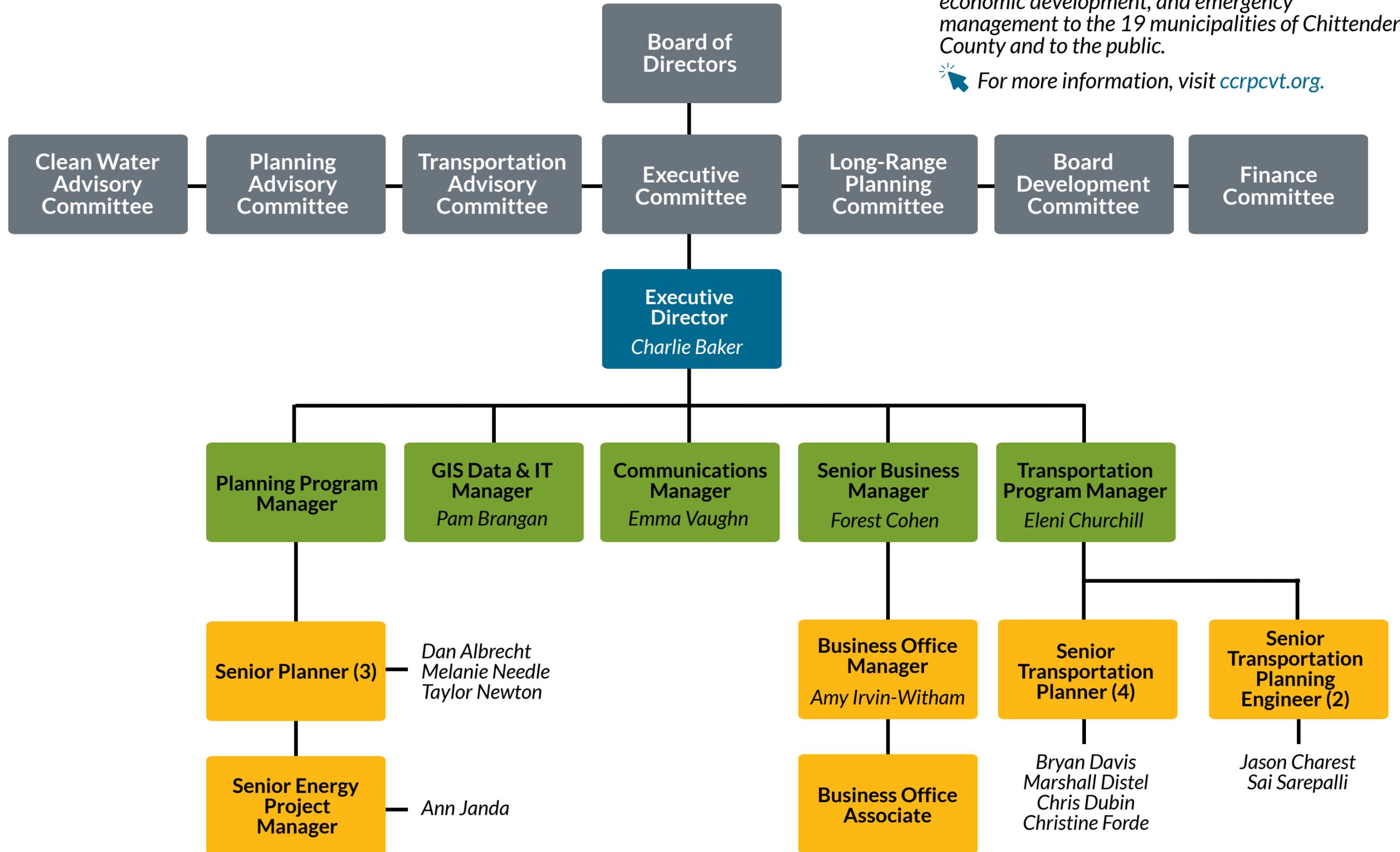
4. Establish priorities for CCRPC's equity work
5. Next Steps
  - a. Overview of upcoming opportunities to engage with CCRPC's equity work
  - b. Follow up to schedule a regular meeting time

# Organization Chart

## About the CCRPC:

The CCRPC provides planning and technical assistance in the areas of community development, transportation, natural resources, energy, housing, economic development, and emergency management to the 19 municipalities of Chittenden County and to the public.

For more information, visit [ccrpcvt.org](http://ccrpcvt.org).



## RACIAL EQUITY DATA POINTS

Achieving a healthy, inclusive, and prosperous future for Chittenden County is the vision of our Regional ECOS Plan: <https://www.ccrpcvt.org/our-work/our-plans/ecos-regional-plan/>

**ECOS stands for *Environment, Community, Opportunity, Sustainability*.**

However, we cannot achieve that future without addressing the systemic racism in our community. While addressing inequity has been one of the eight key strategies in the ECOS Plan since 2013, there is much work ahead.

Below are some key data points from the 2021 ECOS Annual Report, which tracks progress toward the goals in the ECOS Plan. The full report is available at: <https://create.piktochart.com/output/57951351-2021-ecos-annual-report-final>

### POPULATION & DIVERSITY

The total population in Chittenden County increased from **156,545** to **168,323** -- an increase of **7.5%** from 2010 to 2020 -- and the region is growing more diverse.

**99.7%** of the population growth in Chittenden County over the last 10 years has been Hispanic (of any race), Black or African American, Asian, American Indian or Native Hawaiian. This equates to **11,746** of the additional **11,778** people from 2010-2020.

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### HOMEOWNERSHIP

Modern day homeownership disparities between Black and white households are shaped by historical systemic racism. Homeownership among Black and African American households is significantly lower than white households.

Of **Black and African American** households in Chittenden County, **86% rent** and **14% own**.

Of **White households** in Chittenden County, **35% rent** and **65% own**.

For further reading on racism and homeownership, see Vermont Housing Finance Agency's paper on economic opportunity for BIPOC Vermonters: <https://vhfa.org/sites/default/files/publications/Homeownership-Economic-Opportunity-BIPOC-Vermonters.pdf>

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### ANNUAL MEDIAN HOUSEHOLD INCOME

Black and African American households earn less than half of white households. In Chittenden County:

Black and African American households (+/- \$13,171): **\$36,310**

Asian households (+/- \$17,283): **\$50,625**

White non-Hispanic households (+/- \$3,009): **\$79,133**

If there were wage equity in Vermont, our residents would be making over **\$188 million dollars** of more income, contributing that much more to the economy.

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## **COLLEGE ENROLLMENT**

**34%** of the population identifying as **Black or African American** (+/- 12.6%) goes on to a bachelor's degree or higher.

**53%** of the **white** population (+/- 1.5%) goes on to a bachelor's degree or higher.

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## **EDUCATIONAL ATTAINMENT**

Vermont Student Assistance Corporation (VSAC) released a special report on the percentage of all 2012 high school graduates who attained a post high school degree within six years of graduating to better understand how to help Vermont high school graduates pursue and achieve their post high school goals. The report is available here:

<https://www.vvac.org/sites/default/files/uploads/Research/Final%20follow-up%20VT%20HS%20Class%202012.pdf>

In comparison to the State, Chittenden County had the highest percentage of students who obtained a four-year degree (51%) and had among the lowest percentage of students who obtained a two-year degree (3%). The educational attainment rate of those 25 years and up was similar to 51.3%, reported by the American Community Survey in 2020.



**Chittenden County Regional Planning Commission**

# **EQUITY ASSESSMENT RECOMMENDATIONS**



*August 15, 2022*

This document contains a brief summary of recommendations from the CCRPC Equity Assessment Report that was conducted by The Creative Discourse Group for CCRPC in 2021. To view the full report, please [click here](#).

In order to achieve the vision of a *healthy, inclusive, equitable, and prosperous future for all Chittenden County residents, especially BIPOC and other people who have been underrepresented or marginalized*, there is a need to radically shift dominant culture across the region, and engage with municipal leaders and formal and informal community leaders to systematically dismantle white supremacy ideologies in planning across the region and begin to focus on issues of justice.

The Creative Discourse Group recommends three (3) focus areas:

- ❖ *Center Equity, Inclusion, and Justice in every facet of the CCRPC's work*
- ❖ *Prioritize connections with diverse populations including People of the Global Majority and those who have been marginalized or underrepresented*
- ❖ *Leverage CCRPC's authority, expertise, and resources to become a regional equity leader.*

Below are twelve suggested actions steps.

***Center Equity, Inclusion, and Justice in every facet of the CCRPC's work***

1. Hire an organizational leader dedicated to equity.
2. Expand and diversify the Equity Leadership Team [Equity Advisory Committee].
3. Provide ongoing staff and board education and training.

4. Establish a process for mini equity audits prior to making key decisions.
5. Build robust investments for community engagement and relationship building.

***Prioritize connections with diverse populations including People of the Global Majority and those who have been marginalized or underrepresented***

6. Restructure CCRPC meetings to decentralize dominant culture and invest in relationship building.
7. Participate in opportunities led by people of the Global Majority and people who hold marginalized identities.
8. Find opportunities to uplift and celebrate BIPOC organizations and organizations led by people who have been minoritized.
9. Create opportunities for affinity work groups to inform CCRPC decisions.

***Leverage CCRPC's authority, expertise, and resources to become a regional equity leader.***

10. Host ongoing learning opportunities for regional leaders.
11. Convene regional leaders formally and regularly to provide support and build accountability for their equity commitments.
12. Support local equity efforts that are taking root in municipalities across Chittenden County.

# Role of CCRPC's Equity Advisory Committee (EAC)

## INTRODUCTION

During the September 10th virtual retreat, participants will discuss the role of the Equity Advisory Committee (EAC). We will be asking participants to consider what areas of work they think could be most beneficial for Chittenden County residents who are farthest from justice. Below are some possible roles the Equity Advisory Committee could play. We hope these ideas offer a helpful springboard for discussion on September 10th.

## POSSIBLE ROLES & RESPONSIBILITIES FOR EAC

**Here are some ongoing areas of work the EAC could focus on over time**

- Inform updates to [Public Participation Plan](#) (this happens every five years)
- Offer consultation to ensure that equity and justice are key considerations in CCRPC's annual [work plan](#) (this plan documents how CCRPC distributes federal money and staff time to municipalities for a variety of projects)\
- Review and provide input on the CCRPC regional plan
- Provide consultation to the CCRPC Board and/or Committees
- Review and provide input on CCRPC policies and hiring practices
- Help determine effective public engagement strategies for CCRPC projects

**Here are examples of some specific activities CCRPC is working on this year that the EAC could participate in**

- Develop CCRPC equity statement and policy
- Assist with interviews for Equity & Engagement Manager hiring process
- Help update stipends policy to support community participation in CCRPC meetings/activities
- Participate in several upcoming learning opportunities along with CCRPC staff (*Distributing Power and Decision-Making* - 9/29 and *Effective and Inclusive Community Engagement* - 10/24)