



Racial Justice Reform Bill Analysis
An Act Relating to a Racial Justice Oversight Board

Section I – 3 V.S.A. § 168 is added to read: 14 § 168. RACIAL JUSTICE OVERSIGHT BOARD

- a) Establishes the board inside the AG’s Office, drawn from throughout the state from various backgrounds.
- b) Twelve member board, four of which are from the community, AG, DG, SA & , VCJTC, Chief Admin Judge, Corrections, HRC and ACLU.
- c) Four year terms
- d) Members elect chair to two year term
- e) Seven person Quorum
- f) **Oversight of the implementation of racial justice reform across the State, including within the criminal justice system, by managing and overseeing the collection of race based data, ensuring such data are publicly available, and developing policy and trainings to address systemic implicit bias. **AUTHORITY:****
 - 1) ensure law enforcement compliance with the requirements of FIPs (20 V.S.A. § 2366)
 - (2) Review the race data collected to measure State progress q
 - (3) **provide recommendations to the Criminal Justice Training Council and the Vermont Bar Association on a model training and policy for law enforcement, prosecutors, public defenders, judges, and correctional officers to recognize and address implicit bias, and conduct oversight of the statewide adoption and implementation of such policies and trainings;**
 - (4) provide recommendations to the Criminal Justice Training Council, on model training and policy on the use of force in policing;
 - (5) In collaboration with the VCJTC oversee implicit bias basic training and refresher training.
 - (6) educate and inform businesses, educational institutions, State and local governments, and the general public on institutionalized racism.
 - (7) advise and consult with the Executive and Legislative Branches of State government on the assessment of racial impact of policies and legislation;
 - (8) **Report back the General Assembly annually** (January 15th) on:
 - A) Methods of statewide oversight including civilian oversight of law enforcement
 - B) Processes and methodologies for Independent prosecutors
 - C) Justice System complaint process
 - D) Expanding to addressing institutionalized racism in education, employment, health services and housing
 - E) Prohibiting racial profiling



F) Amending the Vermont State Constitution to clarify that slavery is prohibited

Section II –

- a) Adds appropriate Use of Force and De-escalation training to requirements.
- b) Adds the requirement to report training to the Racial Justice Reform Oversight Board annually and make training progress available publicly.

Section III

- a)
 - 1) Calls for the adoption of the complete Fair and Impartial Policing Policy.
 - 2) Calls for the stakeholders to update of the Fair and Impartial Policing Policy on an annual basis
- c) Adds that agencies will report to the Racial Justice Oversight Board whether they have adopted the Fair and Impartial Policing Policy
- d) Calls for the VCJTC to report to the Racial Justice Reform Board the agencies and officers who have adopted the FIPs policy and whether they have received Implicit bias training. Requires the Racial Justice Oversight Board to report these findings to legislature
- e)
 - 2) Moves the statewide data collection responsibility from the Criminal Justice Training Council to the Racial Justice oversight Board or Vendor of their choice
 - 3) Requires all enforcement agencies to provide the data to the Racial Justice Oversight Board annually.