



FIRE IN OUR COMMITMENT

**40 Days of Fire: Racial Justice
Community Organizing**

**Education, Empowerment...
Action**

**40 DAYS
OF FIRE**

Agenda



- **Our Purpose**
- **Introductions: Name and origin**
- **Race, politics and policy: The Making of a Nation**
- **The State of Vermont: Systemic (and overt) racism across the state**
- **Breakout: Addressing overt and systemic racism in Vermont**
- **Strategy to call out and take a stand against racial pandering in politics**

Race, Politics and Policy



- Coming, Taking and Bringing
- Compromise 1.0
- The Big Fight
- Hate Crimes and Labor
- Good Times – (CRA) 1875
- Compromise 2.0 1877
- The First White-lash and Mass Exodus
- War and “Birth of a Nation” in Oval Office
- Redlining, “New Deal” and More Labor
- War, Another Exodus and the GI Bill for some
- War, Civil Rights, Labor and the Second Whitelash
- Southern Strategy, War on Drugs
- More Wars the Great Recession
- New Faces in the an Old White House and Change Yes We Can!
- Whitelash, White Nationalism, Voting, Judiciary and Civil Rights

Vermont



- **Business Ownership 2:1**
- **Suspensions, Expulsions and Harassment**
- **“Disfavored” Renters 71 and 17**
- **Primary Care Providers and Doctor Visits**
- **State Turnover Rates**
- **Stops, Searches, Incarcerations and Sentences...**

Breakout



- **Brief Videos**
 - Systemic Racism For Dummies
 - Race and Economic Inequality
- **Group Discussion**
 - What is the problem?
 - How do you relate to the problem?
 - What have you done to affect positive change?
 - What will you do differently in moving forward?

Break-out!



Analyze these data and provide two observations

Row Labels	Black		Unknown/Other		White		Grand Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ADDISON COUNTY	1	1%	3	4.00%	45	3%	49	3%
BENNINGTON COUNTY	9	5%	7	9.33%	110	8%	126	7%
CALEDONIA COUNTY	7	4%	1	1.33%	58	4%	66	4%
CHITTENDEN COUNTY	58	31%	11	14.67%	190	13%	259	15%
ESSEX COUNTY		0%	0	0.00%	15	1%	15	1%
FRANKLIN COUNTY	7	4%	5	6.67%	114	8%	126	7%
GRAND ISLE COUNTY	1	1%	0	0.00%	11	1%	12	1%
LAMOILLE COUNTY	2	1%	0	0.00%	39	3%	41	2%
ORANGE COUNTY	2	1%	0	0.00%	39	3%	41	2%
ORLEANS COUNTY	4	2%	4	5.33%	135	9%	143	8%
Out-of-State	36	19%	10	13.33%	122	9%	168	10%
RUTLAND COUNTY	19	10%	8	10.67%	162	11%	189	11%
Unknown	6	3%	6	8.00%	23	2%	35	2%
WASHINGTON COUNTY	7	4%	3	4.00%	103	7%	113	7%
WINDHAM COUNTY	16	9%	9	12.00%	132	9%	157	9%
WINDSOR COUNTY	13	7%	8	10.67%	128	9%	149	9%
Grand Total	188	100%	75	100.00%	1426	100%	1689	100%

Reported by DOC to Racial Disparities CJJS Advisory Panel Q1 2018

Act 54 - Racial Disparities in Criminal and Juvenile Justice System Advisory Panel



- Advisory Panel, established within the Office AG, is comprised of 13 members (5 of color)
- Convened September 2017 (meetings, committees committee reports, panel deliberations and draft report reviews).
- Report updates from panel feedback and draft report release.
- Agency head delays (two legislative extensions)
- AAG authorized Chair to release report as a report of the Chair and the Vice-Chair 03/02/18.
- Chair and Vice-chair resigned under attack by agency heads

Act 54 - Racial Disparities in Criminal and Juvenile Justice System Advisory Panel Implementation



- All recommendations discarded
- Former Chair and Vice-Chair response actions
 - requested the Chair salvage recommendations (dismissed)
 - contacted AG, requesting recommendations be salvaged (deferred to chair)

Call to Action:

- Ask the Panel Chair and the Attorney General to publicly deliberate the original work of the panel

40 DAYS OF FIRE

Act 54

Attorney General and Human Rights Commission Task Force



- **Requires the Attorney General and Human Rights Commission, along with interested stakeholders, to develop a strategy to address racial disparities within the State systems of:**
 - Education
 - Labor
 - Employment
 - Access to housing
 - Access to health care
 - Economic development.
- **The “Task Force” Report was released on 15 December 2017.**

Act 54 - Attorney General and Human Rights Commission Task Force Implementation



- **Conducted Three Statewide Meetings - Community Stakeholders**
- **Created a Report (which):**
 - Omitted vital stakeholder's (Horizontal Group) input.
 - Provides little in terms approaches to address systemic racism across all state systems.
 - Focus was more on linking legacy activities (mostly designed to address overt racism)
 - Provided no clearly defined timeline for execution

Call to Action

- **Incorporate ALL of the stakeholders input**
- **Ensure there are provisions for implementation accountability**
- **Conduct a follow-up public forum**

Act 54

Fair and Impartial Policing Policy (FIPP)



- **Bring FIPP into Compliance with Federal Immigration Law**
- **Create a Cohesive FIPP**
- **Process Update**
- **Review Agency Policies and Correct Noncompliance**

40 DAYS OF FIRE

Act 54

Fair and Impartial Policing Policy Implementation



- Reviewed by AG for Compliance with Federal Immigration Laws 10/17
- Revised and adopted by VCJTC 10/17
- DOJ Threatened Withdrawal of Community Oriented Policing Grant
- VCJTC Responded with Additional Changes to the FIPP 11/17
 - No HRC Consultation (as per Act 54)
 - No Action Taken by Legislature, when notified
 - No Action Taken by AG, When Notified
- Later Changed by VCJTC and ALL Stakeholders for Adoption 12/17

Call to Action:

- Request public legislative hearing on why this occurred and to ensure that it doesn't reoccur.
- Request the Statutes be revised to remove the AG from the VCJTC

Act 9

An act relating to racial equity in State government



- **First Legislative Mandate to Mitigate systemic Racism in History!**
- **Intended to be independent Commission – Efforts Defeated In House**
- **Required Governor Gain 3/5 Panel Consensus for Termination) – Vetoed**
- **Executive Order Issued (at time of veto) (04-18) – Undermining**
- **Resubmitted/Passed in Special Session - Unilateral Termination Authority**
- **Five-year Position of Executive Director of Racial Equity**
 - **Identifying and working to Eradicate Systemic Racism within State Government.**
 - **Race Data Collection**
 - **Policy**
 - **Training**
- **Racial Equity Advisory Panel**

Act 9 Implementation



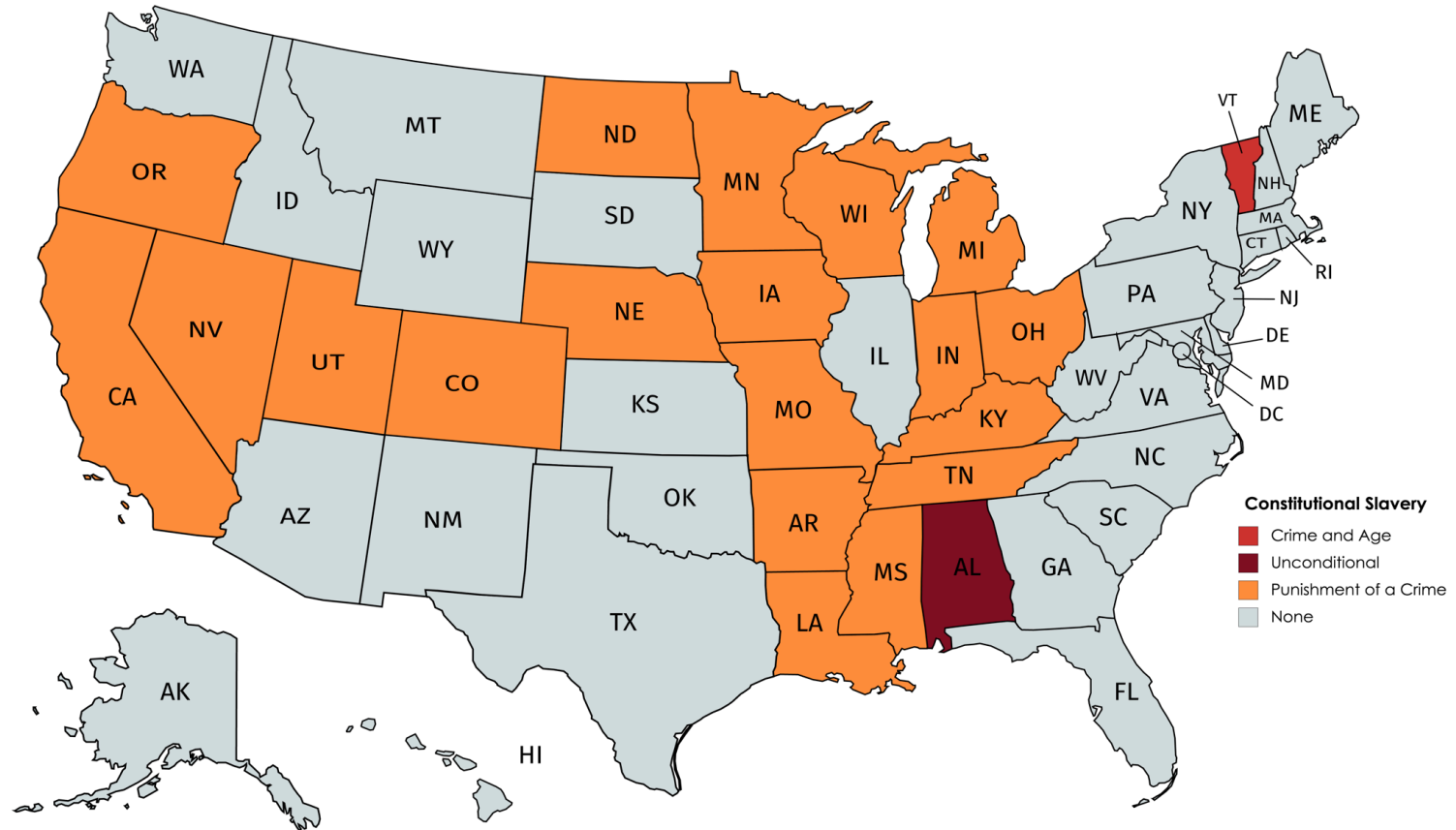
- **Executive Order 18-04 remains in Effect**
- **There is no Transparency in the Public Process of Racial Equity Panel Selection**
Only Three of the Five Panel Members Identified (HRC, CoC and Judiciary)
- **Secretary of Administration is Considering moving Forward with Three**

*** The statute indicates that the “Panel shall have the administrative, legal, and technical support of the Agency of Administration.”**

Call to Action:

- **Ask the Governor to rescind Executive Order 04-18.**
- **Ask the Agency of Administration to provide Transparency Through Web Presence and Public Communication on Progress of Implementation.**
- **Ask Nominating Entities to Seat Members of Impacted Communities**

Constitutional Slavery



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Constitutional Amendment



The Senate would not **INTRODUCE** a resolution to Amend the constitution, removing constitutionalized slavery. The House **INTRODUCED** but did not **ADOPT** such resolution

Call to Action:

- Ask your representatives and senators to amend the constitution to remove slavery
- Ask the Governor to lead by communicating a sense of urgency to remove the language of constitutionalized Slavery.

2019 Constitutional Amendment



Introduce a Constitutional Amendment to the Vermont State Constitution that removes the following **highlighted** language:

Article 1. [All persons born free; their natural rights; slavery prohibited]

That all persons are born equally free and independent, and have certain natural, inherent, and unalienable rights, amongst which are the enjoying and defending life and liberty, acquiring, possessing and protecting property, and pursuing and obtaining happiness and safety; therefore no person born in this country, or brought from over sea, ought to be holden by law, to serve any person as a servant, slave or apprentice, **after arriving to the age of twenty-one years, unless bound by the person's own consent, after arriving to such age, or bound by law for the payment of debts, damages, fines, costs, or the like.**



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Thanks!

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