

- *Achieving equity may require an unequal distribution of resources and services.*
- *Equity involves disrupting inequitable practices, acknowledging biases, employing practices that reflect the reality that all students will learn, and creating inclusive multicultural school environments for adults and children.*

This definition, along with the equity ethos of each of our associations' mission statements call upon us to build upon our recent efforts and to do more and do better going forward. Over the past several years, our associations have taken steps to more fully realize the implicit and explicit biases within our organizations and schools, and provide anti-racist professional learning opportunities for our members. We collectively recognize the need for our associations to do more to advance this work and to center the importance of antiracism and equity in our processes, collaborations, and leadership.

Our efforts must grow and continue, therefore we commit to the following concrete actions:

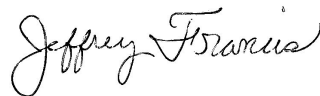
- All employees of our Associations' will participate in ongoing implicit bias, equity, and diversity training.
- We will promote and support implicit bias training for all faculty and staff in Vermont public schools, including athletic and co-curricular personnel, and officials across the state (see [H.714 of 2020](#)).
- We will offer and promote professional learning for school leaders and school board members that include but will not be limited to: Equity Literacy, Curriculum Audits, Review Protocols for Examining Bias in School Policies and Procedures, Culturally Responsive Instruction and School Culture, Student Leadership and Voice, and Examining Power and Privilege in Schools.

Instances of violent deaths suffered at the hands of racism are always reprehensible. We are lifted by the hope that larger numbers of previously unaware or unaffected members of our communities will recognize our shared responsibility in taking an active role in anti-bias, anti-racism action for a more equitable, just, and safe place for all of our students to grow and thrive.

Sincerely,



Sue Ceglowski  
Vermont School  
Boards Assoc.



Jeffrey Francis  
Vermont Superintendents  
Assoc.



Jay Nichols  
Vermont Principals  
Assoc.