



Okay, awesome ...so what now?

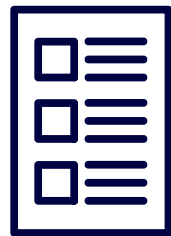
A HANDSHAKE WITH YOUR RACIAL EQUITY DIRECTOR

About EDRE Role



Establishment

Act 9 created the role of EDRE. It was passed by the state legislature, then signed into law on June 28, 2018.



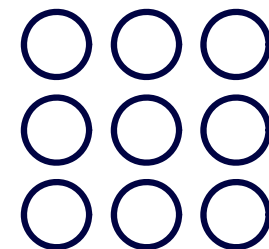
Directives

- Comprehensive organizational review
 - Identify systemic racism
- Manage collection of race-based data
 - Develop model diversity policy
 - Develop performance targets
 - Develop and conduct trainings
- Report to the Advisory Panel
- Report annually to House and Senate



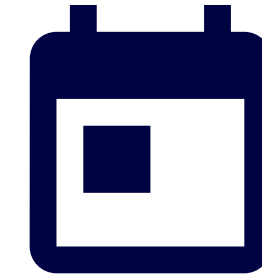
Siting

EDRE sits in the Agency of Administration and reports to the Governor, with oversight by the Secretary of Administration



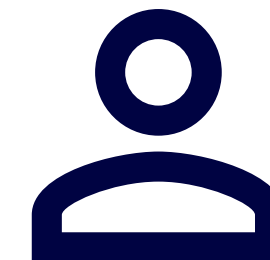
Memberships

- Racial Equity Advisory Panel
- Racial Disparities Advisory Panel
- State House Curatorial Task Force
- Ethnic and Social Equity Standards
- Justice Reinvestment II
- Workforce Equity Council
- ...and more



Timeframe

EDRE officially began on July 29, 2019. Role is scheduled to "sunset" in the year 2024.



Staffing

Hah!

Race and Gender in America: Wages

Gender Earnings Ratio for Full-Time Workers, 16 Years and Older by Race/Ethnic Background, 2017 and 2018

Racial/ Ethnic Background	2018				2017 (in 2018 dollars)			
	Women	Men	Female Earnings as % of Male Earnings of Same Group	Female Earnings as % of White Male Earnings	Women	Men	Female Earnings as % of Male Earnings of Same Group	Female Earnings as % of White Male Earnings
All Races/ Ethnicities	\$789	\$973	81.1%	N/A	\$789	\$964	81.8%	N/A
White	\$817	\$1,002	81.5%	81.5%	\$814	\$995	81.9%	81.9%
Black	\$654	\$735	89.0%	65.3%	\$673	\$727	92.5%	67.7%
Hispanic	\$617	\$720	85.7%	61.6%	\$618	\$707	87.4%	62.1%
Asian	\$937	\$1,241	75.5%	93.5%	\$925	\$1,236	74.8%	93.0%

Notes: Hispanic workers may be of any race. White, Black, and Asian workers include Hispanics. Annual averages of median weekly earnings.

Race and Gender in America: Wages

Equal Pay Day 2019

White April 02

African-American August 22

Native American September 23

Latinx November 20

Asian-American & Pacific Islander *March 05

Race and Gender in America: Criminal Justice

Percentage of drivers who experienced a vehicle stop in 2015

Women	White	7.1%
	Black	8.3%
	Latina	5.5%
Men	White	9.9%
	Black	11.1%
	Latino	9.2%

Table 2. See the *Appendix* for tables that show the statistical significance of differences between Black and Latina women compared to white women and all groups compared to white men.

Increasing Diversity: Some Questions To Ask



Are We Naming Inequity?

Be firm and be clear when identifying and addressing disparity.



Whom Do We Serve? Whom Do We Attract?

Do our policies target/serve internal staff only, or prospective staff as well? The public?



Are We Pursuing Quality or Quantity?

Are we stacking "diverse" staff in the same positions & departments, or are we including them on every team and at every level (when possible)?



What Don't We Know Yet?

Are we well-versed in the language and the issues? Are we staying current with equity-related news? What are our go-to sources? How are we supporting staff?

Using EDRE as a Resource

Tone Check

Revise internal and external materials for equity-promoting tone and substance

Data Dive

Analyse key indicators and discuss their meanings

Everything Else

General questions, insights, bright ideas

Stay In Touch

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