

Mayor Jack McCullough

City Council Members:

Dona Bate  
Cary Brown  
Pelin Kohn  
Tim Heney  
Sal Alfano  
Lauren Hierl

William Fraser  
City Manager

Kelly Murphy  
Assistant City Manager

## Declaration of Inclusion

City of Montpelier, Vermont

The Montpelier City Council recognizes that historical and ongoing systems and structures in our nation, state, and community perpetuate racism, sexism, heterosexism, classism, ableism, and other forms of injustice and oppression.

The City of Montpelier condemns racism and welcomes all persons, regardless of race, color, religion, national origin, sex, gender identity or expression, age, disability, or socioeconomic status, and wants everyone to feel safe and welcome in our community.

As a city, we condemn discrimination in all of its forms, commit to fair and equal treatment of everyone in our community, and will strive to ensure that all of our actions, policies, and operating procedures reflect this commitment.

Per this vision, in 2018, the City Council established the Montpelier Social and Economic Justice Advisory Committee (SEJAC) to assist them in addressing and reshaping the systems, policies and practices that perpetuate these barriers to social and economic justice in our community by:

- Identifying and nurturing potential projects, policies, and opportunities that address systemic oppression and work toward greater equity within our city.
- Engaging a genuinely broad range of city residents in discussing and addressing systemic oppression at the city and community levels in order to move our community increasingly toward equity and justice.
- Partnering with other city, county and statewide groups working toward equity and justice to foster long term, far reaching projects, goals and developments that will ultimately serve to increase equity and justice in Montpelier, including the Declaration of Inclusion Initiative.

The City Council, in partnership with SEJAC, will establish a process to review and evaluate our progress on these issues to ensure that we are accountable to our citizens and to the intentions set forth in this declaration.

The City of Montpelier strives to be a place where individuals can live freely and express their opinions.

By the Montpelier City Council on **March 22, 2023**.