

15:04:23 From Maggie Wilson to Everyone : Thank you for joining us this afternoon! Attendees will receive an email with the recording of today's event when it becomes available. The recording will also be uploaded and viewable at this page: <https://www.vtchamber.com/virtual-policy-series-bonus-content.html>

15:04:28 From Maggie Wilson to Everyone : Please share any questions you have here in the chat! Also, please select "All Panelists and Attendees" from the drop-down menu so that all can see your question.

15:04:41 From Maggie Wilson to Everyone : Vermont Chamber Membership Engagement Director Sophia Yager: [syager@vtchamber.com](mailto:syager@vtchamber.com)

15:15:35 From Amy Cunningham to All panelists : Thank you Representative Colston! You mentioned policy recommendations coming out of the Social Equity Caucus. Is that report publicly accessible, or is primarily reflected in the bills being introduced by the caucus?

15:18:18 From Rep. Hal Colston to Amy Cunningham and all panelists : Please e-mail me and I will send you a copy.

15:18:45 From Kathleen Kemp to Everyone : We want students of color (college grads) to stay and work here, too!

15:22:38 From Amy Cunningham to Everyone : Senator Ram's column in vtdigger in January about Vermont's retention problem was an enormously helpful reframing for me ... highly recommend: <https://vtdigger.org/2021/01/19/kesha-ram-vermonts-lack-of-racial-diversity-is-a-retention-problem-not-a-recruitment-problem/>

15:23:28 From Kathleen Kemp to Everyone : We also need to shift the business and residential environment so that it is a place that BIPOC college alum come back to Vermont to bring their entrepreneurial excellence and leadership!

15:25:46 From Kerin Stackpole to All panelists : Gotta do your homework!!!!

15:26:37 From Kerin Stackpole to All panelists : I learned that from Hal and Kesha - do your own homework first...understand the issues before you engage! Thank you to Hal and Kesha

15:28:29 From Stephen Ellis to All panelists : This is an excellent discussion. Thank you. I need to leave to join another call.

15:29:49 From Carra Cheslin to Everyone : Here is VBSR's Anti-Racism Resources for Businesses list, which includes many equity consultants and folks to connect with around Justice, Equity, Diversity, and Inclusion across Vermont: <https://vbsr.org/anti-racism-resources-for-vermont-businesses/>

15:30:14 From Wichie Artu to All panelists : On the racial equity task force, we've been talkin about working on a similar kind of list as a way to help uplift upcoming BIPOC professionals. I'm sure if you reach out to Xusana, saying you're thinking of the same thing, she'd love to bring it to one of our meetings as a possible future collaboration.

15:30:23 From Kathleen Kemp to Everyone : <https://www.youtube.com/watch?v=IxhSbPTPkxA&t=169s>

15:30:51 From Kathleen Kemp to Everyone : Color lines in the Green Mountains:  
<https://www.youtube.com/watch?v=IxhSbPTPkxA&t=169s>

15:31:36 From Maggie Wilson to Everyone : Racial Diversity and Equity Data Sets:  
<https://vtfuturesproject.org/racial-diversity/>

15:35:31 From Stephanie Clarke to Everyone : The VT Partnership for Fairness and Diversity issued a BIPOC Business Survey Report: <https://vermontpartnership.org/wp-content/uploads/2020/12/bizsurveyfinaldec2020.pdf>

15:38:45 From Donna Austin-Hawley to All panelists : Do either of you know of any employers who are good example of effective DEI programs?

15:38:50 From Curtis Ostler to Everyone : What do you recommend specifically for colleges to both recruit BIPOC students, and to make them feel welcome and included, thereby retaining them for upper class years, and ultimately staying in Vermont after graduation?

15:39:02 From Carra Cheslin to All panelists : Question: What role can and should local businesses play in creating and fostering welcoming and inclusive communities across Vermont, beyond change within their workplaces?

15:39:27 From Amy Cunningham to Everyone : Thank you so much for this. I am curious if we are aware of policy changes that other states have made to advance racial equity. In other words- are there other models we can draw from? I am particularly interested in what we might learn from other rural, predominately white states.

15:39:29 From Donna Austin-Hawley to All panelists : Do you have any examples of employers with effective DEI programs?

15:39:46 From Donna Austin-Hawley to All panelists : Donna Austin-Hawley

15:40:54 From Patrick Leduc to All panelists : I have talked with BIPOC individuals who have expressed how it is hard to find a work environment that feels like they belong - we have work to do. They have also expressed a similar feel in their community. Are there actions on the later that can be worked on?

15:44:40 From HAVAH WALTHER to All panelists : In the nonprofit and business worlds, we have been asking the WRONG question for so long-- How do we help Diverse pops rise through the ranks to become leaders more often.

We need to ask ourselves what new leadership and business owners look like in the future-- not how do we get BIPOC leaders and business owners look like historic models.

So Senator Ram and Rep Colston, how do we help look for the new leader models?

15:47:28 From Stephanie Clarke to Everyone : Kesha, you said that you and Hal have "asked for this to some degree." While I don't think that means you have to educate white people endlessly, I think thank you for your time today educating our business community. Betsy, because these are legislators, I

expect that the Chamber cannot compensate them for their time here. But could the Chamber make a donation in their names to an organization they value to thank them for this business education today?

15:52:33 From Wichie Artu to All panelists : I'm a BIPOC person who does anti-racism work at Brattleboro Memorial Hospital and help found a Council on Racial Equity. Is there a network of other BIPOC who do this work in their businesses where we can help discuss wins and lean on when we need support?

15:57:52 From Melissa Norman to All panelists : Betsy, thank you for bringing us all together for this very important conversation. So appreciative for everyone's time and their knowledge.

15:59:06 From Pacifique Nsengiyumva to Everyone : Thank you both Senator Kesha and Rep. Hal for this conversation. I am wondering how Vermont's Banks and other lenders could make sure there is racial and equity in their lending process. How can Vermont Banks support BIPOC entrepreneurs and business owners establish and access to different funding options, is there legislation and data about how many business are funded per year?

15:59:27 From Carra Cheslin to Everyone : Vermont Professionals of Color Network:  
<https://www.vtpoc.net/>

15:59:31 From Donna Austin-Hawley to Everyone : Thank you for your recognition of NSB Kesha, we have much to learn, however, committed to taking action. Donna Austin-Hawley

16:00:21 From Senator Kesha Ram to Everyone : My email: [kram@leg.state.vt.us](mailto:kram@leg.state.vt.us)

16:00:42 From Patrick Leduc to Everyone : Thank you for your time! This work is important for all Vermonters

16:01:10 From Joe Major to Everyone : Thank you Kesha and Hal. As a newly elected official that is BIPOC, I appreciate your narrative.

16:01:15 From Leslie Wells to All panelists : Thank you both so much for your service to Vermont and Vermonters! Love seeing you both here and everywhere. It makes a huge difference.

16:01:25 From Kerin Stackpole to All panelists : Great discussion. thanks all.

16:01:35 From Senator Kesha Ram to Everyone : So many great people we can't see - you all are doing amazing work :)