
City of St. Albans
Belonging, Equity, and Inclusion Committee
September 13, 2021

The City of St. Albans values belonging, equity, and inclusion. We seek to foster a sense of belonging among our citizens. Over Main Street, our welcome banner proclaims, “All Are Welcome Here.” This simple and timeless message reflects our aspirations and vision for the City.

In order to achieve this vision, we must engage more with the members of our community who have not always felt a sense of belonging in our City. We must seek to understand the experience of historically marginalized groups and the manner in which our implicit biases can impact the delivery of City services, programs, and events.

Many times, we do not know what we do not know, and this can lead to experiences of exclusion and bias among community members. Those experiences are contrary to our values and must be addressed.

To this end, the City Council hereby creates a Belonging, Equity, and Inclusion Committee. This is an advisory committee, with the following objectives:

- Identify and present projects and initiatives that could advance the vision of All Are Welcome Here and the values of belonging, equity, and inclusion.
- Organize programs and events that recognize the diversity that exists within St. Albans.
- Facilitate the engagement of groups that have not traditionally participated in city government.
- Advise city staff and the City Council on ways the city can demonstrate the values of belonging, equity, and inclusion.
- Identify promotional opportunities such as banners and seasonal decorations that affirm the vision that All Are Welcome Here and demonstrate the values of belonging, equity, and inclusion.

The BEI Committee will be comprised of seven members appointed by the City Council, with an emphasis on including members of historically marginalized groups. Members will serve staggered terms of four, two-year terms and three, three-year terms. The Council shall appoint the Chair and Vice-Chair and the City will provide a minute-taker. The committee shall be constituted as a public body under Vermont’s Open Meeting Law.