



Truth and Reconciliation Commission

Minutes - Emblematic Meeting #2

via Teams December 7, 2023

A public meeting was held on December 7, 2023, starting at 1:00pm. Meeting opened at 12:59 by Ann Miller. Members of the Commission present were Melody Mackin, Mia Schultz, Faith Yacubian, Michele Olvera, Adam Kersch and Ann Miller. ASL Interpreters Bridget McBride and Miriam Lerner.

Members of the Public included: Rhonda Besaw, Rep. Elizabeth Burrows, Rachel Lewis, Mary Gannon, Jen Daniels, Dave Searles, and Van Dora.

Commissioner Schultz started the meeting, waiting a few extra minutes for others to join. Interpreter discussion to spotlight the interpreter while they were with us. If they find they are not necessary in the meeting, they will sign out. If a language interpreter is needed, please email us in advance of any public meeting to let us know, and we will secure that. Our email was placed in the chat for public ease in access. Emblematic Case study/process was explained. Breaks discussed.

Land Acknowledgement was read by Commissioner Schultz. Full Land Acknowledgement is on the 2nd page of the attached PowerPoint Presentation.

Commissioner Schultz **welcomed** everyone and explained attendance procedure. Those that want to vocally participate are asked to put their names and pronouns in the chat for attendance purposes for the record of Public Meeting Laws.

Starting with Commissioner Mackin, staff introduced themselves, added pronouns and personal backgrounds.

Commissioner Schultz read through the **Working Agreements** in detail. These Agreements are shown on page 4 of the attached PowerPoint Presentation. Directly following, Commissioner Schultz reviewed the VTRC **Declarations of Understandings**. This declaration can be found on pages 5-7 of the attached PowerPoint Presentation.

Executive Director Faith Yacubian went through the **Timing and Civility** of the Emblematic Meeting. Protocols were explained and can be found on page 8 of the attached PowerPoint Presentation.

Researcher Adam Kersch went through the **Agenda for Case Reviews** which the VTRC has selected for this second emblematic meeting and then explained that the Commissioners will introduce the different categories and after a presentation, will vote if appropriate for VTRC purview. The topics highlighted in this session were: **Safety, Health and Housing**. These cases are broadly emblematic of various forms of discrimination or oppression that exists in Vermont. This is not a complete list of the cases received or of those reviewed. Discussions will be about the systems involved, the injury or harm in the case, any resolutions that have happened, and then the Commissioners polled as to their thoughts on instances of discrimination and if in the VTRC's purview. Following each section, the JAM board is opened for public discussion and participation.

Executive Director Yacubian placed the Jam Board link in the chat session, giving Public access throughout the meeting. Ann Miller explained the **Jam Board** and how it works. To view the full results of the Jam Board, please see the attachment to these meeting minutes (pages 81-83).

Legal Counsel Olvera introduced the facts of the first session, **Safety**, and asked the Commissioners what themes they see in the cases discussed. The main goal was to create themes together and get an understanding of what the public wants from the VTRC.

Commissioner Schultz discussed **Safety**. Basically, the concept of safety is closely tied to the broader idea of security and well-being. Many may argue that it is a fundamental human right. The United States, through its founding documents and legal frameworks, recognizes certain unalienable rights that are considered inherent to all individuals.

The most famous articulation of these rights is found in the Declaration of Independence, which states that all people are endowed with “certain alienable rights” and among them are life, liberty, and the pursuit of happiness. In alignment with the United States Constitution, the Vermont constitution integrates. To reinforce this shared commitment to safeguarding the safety and rights of its citizens, it mirrors the overarching principles of individual liberties and due process while underscoring the importance of a fair and impartial legal system. The Vermont Constitution collaborates with its federal counterpart in establishing this framework for law enforcement agencies, ensuring a coordinated effort to maintain public safety and uphold a rule of law. By harmonizing with these principles of the United States and the Vermont Constitution framework, it contributes to a cohesive national fabric where the protection of citizen’s rights and maintenance of public safety are

mutually reinforced. While the term safety is not explicitly mentioned, one can argue that the right to life and liberty - liberty inherently encompasses the right to safety. In this context it is understood as protection from harm, violence and assurance of a secure environment that allows individuals to live their lives free from undue threats to their well-being.

In a modern and complex society, safety encompasses all. The legal framework exists to protect individuals from harming discrimination and in marginalized communities such as racial and ethnic minorities, LGBTQIA+ individuals, disabled, and others frequently find themselves facing bias, victim blaming and unequal treatment with these systems. Marginalized individuals, especially those from racial and ethnic minorities, often face disproportionate scrutiny and harsh treatment within the criminal justice system. Racial profiling, discriminatory counting, sentencing disparities and law enforcement practices all contribute to a lack of trust and confidence in that system. Victims find themselves treated as suspects, leading to a perpetuation of injustice. Marginalized victims, particularly those who have experienced violence or abuse, may encounter victim blaming, attitudes and stereotypes that undermine credibility. Stigma, disbelief, and the tendency to blame the survivor rather than the perpetrator contribute to a hostile environment that discourages reporting and perpetuates the cycles of abuse.

Discriminatory practices can exacerbate vulnerabilities and limit access to essential resources, hindering the ability of individuals to escape unsafe situations. Individuals experience intersecting forms of marginalization based on their race, gender, sexuality, or other factors. In this session, we examined only a few examples that encompass access to safety and how that has been violated among the most vulnerable communities. Please remember to add the themes on the Jam board as they come up. The images on slide # 12 are all images from Vermont. Two of them from this year. The hate often displayed all over our state often leads to violence and is reflected in how vulnerable people are with no support because hate-speech is under the guise of free speech.

Starting on page 14 of the attached Power Point Presentation, Legal Counsel Olvera reviewed each Safety case. Between each case, a vote was brought forward to the Commissioners to agree that it is a valid case for the VTRC to consider.

Case #1 Safety: (**Black elected official**). Commissioner Schultz agreed it is within the purview of the Commission, finding it concerning that we have different levels of law enforcement acting under a premise of no protection which would ensure the family's safety. Commissioner Mackin agreed that it displays discrimination.

Case #2 Safety: (**Black Family Farm**) reference pages 21-25. Commissioners agreed it is under VTRC purview. Commissioner Schultz commented that sometimes the outcomes which may be found discriminatory, don't always have the accountability that is necessary. Commissioner Mackin commented that opinions and biases on this family appear inappropriate. The VSP should have been protecting as per their orders. From the public (Aaron) the question came up about the abuse of power. This is a culture, not just in Vermont. It is documented in the present as well as in the past. "Nonprofit in any culture and time period will exist only if allowed by those at the top of social hierarchy."

Break for 5 minutes.

Case #3 Safety: (**Hate Speech and the KKKK**) reference pages 29-30. Commissioners agreed to VTRC purview. Commissioner Schultz commented that the state has been *creative* with its legislative and judicial priorities to ensure speech attached to violence and ensure safety to our most vulnerable. Commissioner Mackin shared a comment from Representative Burrows: in 1920 there were only 350,000 people living in Vermont and how many were KKK related. Commissioner Mackin, in speaking with her own grandmother recently remembered the burning crosses on lawns of people of color.

Health Introduction

Commissioner Mackin introduced this session. Refer to page 34 of the attached Power Point Presentation.

Legal Counsel Olvera shared the first case (**Two-Tiered Guardianship Statute**) page 36 of the attached Power Point Presentation. Legal Counsel Olvera explained the case in detail. Vermont is a 2-tiered guardianship state. You either go to probate court or family court. If the person is deemed mentally ill or cognitively disabled and volunteers have guardianship from someone. Not always voluntary. Mr. Searles shared details of about 25 instances of having far less rights. Legal Counsel Olvera encouraged the Public to think broadly as they place themes on the Jam Board, considering those with disabilities.

Researcher Kersch shared the second case (**Trans Youth and Healthcare**) pages 40 & 41. This case was referred to us by Outright Vermont. Commissioners Mackin and Schultz agreed this case is within the VTRC purview. Commissioner Shultz stated that it is not about the current laws as much as laws in the absence of protection. Perhaps there needs to be something specifically to this population.

Upon request, Rep Burrows offered reference link to [HB 89](#) (Gender Affirming Care).

David Searles joined the meeting. VTRC had already presented the case that he brought to the Commission; Dave was welcome to comment.

Researcher Kersch went into **COVID-19, Vaccines, Neurodiversity and Disability**. Emblematic cases brought to us by All Brains Belong and the Vt Center for Independent Living. Refer to slide pages 45-48. To establish some background, it is important to note that there is peer-reviewed literature that has found that people with intellectual and developmental disabilities are more likely to have conditions that increase the risk of developing long COVID or a severe case of COVID. If you are a disabled person or a neurodiverse person who gets sick, having to miss work is going to create more of an economic impact for you. Doctor Melissa Houser, of All Brains Belong told us that out of her 175 patients, 120 of them identify as neurodiverse. 80% of these 120 patients are dealing with long COVID. A problem that comes along with long COVID is that it is still fairly new and not well understood. For those who are neurodiverse disabled, people with autoimmune conditions, it's riskier to participate in day- to- day life.

The discussion was turned over to the Commissioners. Commissioner Mackin expressed the idea that this is in our purview, and we may all know someone who suffers from this type of situation. Yes, this is within our purview. Commissioner Schultz agreed. There are a lot of themes that are coming out of here, including accessibility.

Break taken at this point.

Researcher Kersch picked up the meeting after 5-minute break. Refer to pages 53 & 54 of the attached PowerPoint Presentation regarding **Emergency Medical Services for a Disabled, Non-Binary Black Teen**. Age potentially 15-17.

Commissioner Schultz asked if it is legal to administer ketamine to anyone under the age of 18? Would believe that this is on multiple levels and active discrimination. Commissioner Mackin commented that even if there was a law that said you could administer this to people under 18, I think you should not. Both Commissioners agree it is in the purview of the VTRC to review.

Researcher Kersch continued with the last Health emblematic case for today. **Brain Injuries and Medical Care** (see pages 58 & 59 of the attached).

In response to Researcher Kersch's presentation, Commissioner Mackin commented that if people are not getting basic care that they need with the same access to healthcare in a way that they need it, then it feels discriminatory. Yes, please continue research. Commissioner Schultz agreed.

Commissioner Schultz brought forward the last set of cases to review. **Housing and Land Introduction**. See page 63 of the attached. Commissioner Mackin commented that settler colonialism is the replacement of existing society with the colonized colonizer society. Access to raw materials and the land itself is key in this takeover. Stolen bodies and stolen land have yet to be reckoned with in this country. The interaction between conceptions of race and property played a critical role in establishing and maintaining racial and economic subordination. Access to certain places and neighborhoods, as well as the intergenerational wealth accumulated by some. That was not possible for others, perpetuates the disparity and housing.

Researcher Kersch started with **Restrictive Covenants, Disability and Housing Discrimination**. See pages 65-69 of the attached.

Representative Burroughs mentioned in the chat that only 4% of our current stock is 88% compliant, but more than 80% of Vermonters without homes are disabled. Finding housing can be especially difficult for people with developmental disabilities.

Commissioners both agreed that these cases are in the purview of the VTRC. Commissioner Schultz mentioned that we could spend our three years just doing disability and housing issues.

Rep. Elizabeth Burrows commented: "I serve on general and housing in the State House. I have had high level education in the last few months about all this. One of the things that I learned was that during COVID or prior years to COVID, there was a big upswing in supervised living situations. This really helped people a lot during COVID, but immediately following COVID, when lockdown was released, everybody got evicted. Back to square one now."

Commissioner Schultz made comments about the Jam Board. Someone wrote it would be easy to outlaw these covenants and I think that the covenants themselves have been outlawed, but the words have not.

Rep. Elizabeth Burrows commented that the only arguments against outlawing the covenants were the same as the one or two people who argued against removing slavery or Amendment 2, Prop 2. Removing slavery from all forms, which the same argument being we don't need to do that because, in practice, we don't have that. A person being on their intellectual high horse versus doing what's right for the State of Vermont when we outlawed it last year. An argument was made against outlawing it because it didn't matter that state law prohibits those exclusions anyway.

Researcher Kersch concluded with the last emblematic case for the day. **Land Ownership in Vermont.** Please see page 73 of the attached.

Commissioners Schultz and Mackin agreed that the VTRC should have these issues in our purview. Commissioner Shultz commented that housing issues for minorities cannot be corrected by throwing a little bit of money at it. Commissioner Mackin mentioned that the small amount of 2 million offered to BIPOC Vermonters does not even scratch the surface.

Researcher Kersch said that the inequitable distribution of land ownership and therefore equitable access to livelihoods and accumulating things like general generational wealth. Less land ownership means less accumulation of generational wealth to pass on to new generations and to secure a future for your descendants, and additionally, this disparity means that white people overwhelmingly control land and agriculture in the US and in Vermont. System involvement in resolution, there is H273 in a House Committee right now, which is an act promoting racial and social equity and land access and property ownership.

To wrap it up, Kersch explained that those are the emblematic cases for the day. Our next meeting for emblematic cases is going to be **January 25th 1:00 to 4:00.**

We have received so many cases from the public and just become aware of so many cases that we haven't yet included.

Next cases include unmarked burials in the Vermont State Hospital, which is something that Representative Donahue brought to our attention. Also, Race and Sentencing/incarceration in Vermont, memory and intergeneration harm. If you know of an emblematic case that you'd like to submit to us, please do so. We are still collecting cases. Input from the public is valuable.

Respectfully Submitted,
Ann Miller, Administrative Assist
Faith Yacubian, Executive Director

Emblematic Case Meeting #2 Agenda

	Community Norms Upholder: Faith Yacubian ASL Interpreters: Bridget McBride and Miriam Lerner	
3 Min	Accessibility	Mia
3 Min	Land Acknowledgement	Melody
2 Min	Attendance & Welcome (<i>place name, where from, email in chat, optional unless speaking during the meeting</i>)	Mia
3 Min	Agenda	Mia
10 Min	Working Agreements and Declaration of Understandings	Melody
3 Min	Explanation of Timing and Civility	Faith
5 Min	Case Review Explanation	Adam
2 Min	Explanation of Jam Board	Ann
45 Min	Safety	5 Min per case
	Public Comments	3 Min per person
45 Min	Health	5 Min per case
	Public Comments	3 Min per person
45 Min	Housing	5 Min per case
	Public Comments	3 Min per person
	Adjourn	4:00 PM

If you need access to a different language, please contact us at VTRC@vermont.gov

Meetings will be transcribed, notes posted in a timely manner on webpage: <https://vtrc.gov>

Land Acknowledgment

First, we must acknowledge that Vermont is part of the homeland of the Mohican people and the Alnobak, the Western Abenaki people. We are all part of the circle of creation and the health of our human communities has an impact on all our relations, human and nonhuman. We want to take this moment to recognize the land itself, Mother Earth, and the many blessings that we are given. We hope you will take the time to think about your relationship to place and what land means to you.



Emblematic Cases – Day 2



Welcome and Introductions

**Vermont Truth and
Reconciliation Commission**

Working Agreements



- **Speak your truth.**
- **Experience discomfort.**
- **Expect and accept non-closure.**
- **Grace with ourselves. Grace with others.**
- **Intent vs. Impact.**
- **Treat one another with dignity and respect.**
- **Actively listen.**
- **Be open minded with all suggestions.**
- **Don't play games—avoid office politics.**
- **Always have an advanced agenda for a meeting.**
- **Encourage constructive silence.**
- **Practice and develop self-awareness.**
- **Celebrate accomplishments.**

The Truth and Reconciliation Commission's Declaration of Understanding

- **The VTRC understands that painful tension and different truths exist, and therefore, we are declaring the following acknowledgements and understandings for the VTRC and this special meeting on Emblematic cases.**
- **The VTRC's mission is to create pathways to healing and community. We will honor the rights of individuals and groups who have actively advocated for and earned them.**
- **The VTRC is not a judicial body, and this is not a court of law. This is a commission empowered by the State of Vermont to review laws and policies and their relationship to discrimination. This will be done through the power of truth telling from the perspective of the communities who have been historically and presently invisible.**

- **The VTRC is charged with examining discrimination that has been perpetrated by the state. The definition of discrimination that is being referenced today is: "The treatment or consideration of people differently based on their perceived or real group, class, or category, rather than on individual merit. Discrimination can involve granting or denying privileges, rights, or opportunities to a certain class arbitrarily or unfairly. "**
- **Today the VTRC is not taking testimony or conducting interviews. This constitutes one of the processes aimed at extracting themes that will serve as valuable guides in shaping our work.**
- **The VTRC has not been tasked with distribution of money in the form of reparations.**



- **The VTRC understands that race and identity classification are social constructs that have “*roots in colonial history, devised to legitimize the enslavement of Africans and the genocide of Native Americans*” (Brown 2023). For this reason, we have made an intentional decision to discuss identity as self-affirming, without ignoring the way stereotyping leads to inaccurate labeling.**
- **The VTRC also understands that gender is a social construct, culturally and historically contextualized, and has real consequences relative to human rights and constitutional protections.**
- **The VTRC recognizes the World Health Organization declaration that disability is part of being human (World Health Organization 2023). Almost everyone will temporarily or permanently experience disability at some point in their life.**
- **The VTRC understands that people do not fit into neat categories or boxes. For example, race, ethnicity, religion, and gender are reflections of one’s inner self.**
- **What we hear today might be stressful and activating. If it gets to be too much, self-care is prioritized and please take breaks.**

Explanation of Timing and Civility

- **Personal Responsibility and Community Support (1 minute warnings in the chat)**
- **Uphold VTRC Agreements for Public Meetings (slide 4)**
- **Consequence for Neglecting Agreements**
 - **First – a warning and gentle reminder of VTRC Agreement that was violated.**
 - **Second – person’s speaking/contribution privileges are revoked.**
 - **Third – person will be removed from meeting.**



Agenda for Case Reviews

Introduction

- **Why we chose these cases**
- **The case categories -introductions by Commissioners**
- **Categories are: (45 minutes each)**
 - **Safety**
 - **Health**
 - **Housing**
- **Present facts of each case and determine if it is within the VTRC's purview**
- **Create themes on Jam board**
- **Primary Goal: To create themes together**

Jam Board

Emblematic Cases - Google Jamboard

**Right click and open the link above in order to join*



Emblematic Cases

Safety

Kiah Morris

The Collins Family Farm

Hate Speech

Health

Trans Youth and Healthcare
COVID-19, Vaccines,
Neurodiversity, and Disability

2-Tiered Guardianship

Emergency Medical Services
for a Disabled Black Non-
Binary Teen

Brain Injuries and Medical Care

Housing

Restrictive Covenants and
Housing Discrimination

VT Land Trust/Land Ownership

SAFTEY

'It was just a nightmare': Vermont mother outraged over police response to teen in crisis

I had community members bullying me, I had older men bullying me and harassing me, I had people I don't even know saying things to me. All because I wanted this training to happen for everybody."

"My life has been threatened and my children have been adversely affected by it,"





Emblematic Cases - Safety

**A Black
Elected
Official**

**A Black Family
Farm**

Hate Speech

A Black elected official

- **A Vermont town announced a settlement this week with an elected official and her family following a yearslong investigation by the Human Rights Commission.**
- **The commission was investigating the actions of the police department, and the town by extension, after the official and her family experienced racist threats and harassment.**
- **The official represented her community in the Vermont House until 2018, when she declined to run for a third term because of continued harassment. Her family later moved away from Bennington.**
- **The settlement requires the town to pay \$137,500 to the official's family, which includes the official herself, her husband, and their son.**



- **In August 2016, a Twitter post from an avowed white supremacist and Iraq war veteran, who says he gets a thrill and his “LOLs” out of harassing the official, showed a cartoon caricature of a Black person with the caption, “Sheeeit, I be representin dem white muhfugghuz of [town], gnome sayin?”**
- **The tweet followed news that the official had just won the primary in her 2016 bid to win reelection for a House seat from her town. “It was a wake-up call, pretty jarring moment of reality,” the official said of the man's posting.**
- **The man has said that he sent that message to point out the “absurdity” of a Black person representing a legislative district of mostly White people.**
- **At a hearing on Dec. 1, 2016, the official sought and received a no-stalking order based on the man's behavior including the hate speech in the online messages. The man represented himself at that hearing. The official testified that the tweets made her fear not just for her safety, but for the safety of her family as well.**



- **There had been other incidents as well, the official testified, including one on Election Day at her town fire station polling place about a month earlier. She said he man had stared at her for a long time in a “threatening way.”**
- **After that no-stalking order expired, the man went back to harassing the official on social media, writing in July 2018, “Every time you attend a political rally at the [intersection] or another local venue and I’m aware of the event, I will troll the hell out of you and the other subversives there. Maybe I’ll bring a friend or three with me too.”**
- **Vermont Attorney General TJ Donovan concluded that no one, including the man, violated any criminal laws by racially harassing the official. Documents show the attorney general’s probe relied heavily on previous investigations conducted by the local police department.**



- **The official's husband filed a complaint with the Vermont Criminal Justice Training Council alleging misconduct by the town's police chief. The complaint questioned the handling of evidence in the case, particularly an alleged threat he reported to police when the words “dead dead” mysteriously showed up as a screen name on his computer.**
- **On Sept. 14, 2018, the same day that Donovan made a comment to VPR about a “breakdown in [the town],” a local resident who operates a Facebook page, wrote an email to Doucette from the local police department.**
- **“What do you suppose Donovan means by ‘breakdown in [town] as it relates to your PD?” the resident wrote, ending his message with, “Feel free to use backchannels to chat. You know where to find me.” There is no reply email from the police chief in the records the official's husband submitted along with his complaint.**
- **“Now she is in a place where she has to continue,” the resident wrote. “And she has to continue not just because of the national attention but because her husband created half of this crap.”**
- **He then added, “And it is sink or swim time for them now.”**



Is this a case within the VTRC's purview?

Is this a case of discrimination against an Act 128 community or another group?

**Discrimination: The treatment or consideration of people differently based on their group, class, or category, rather than on individual merit. For example, discrimination against a person or people class of people on the based on their age, ancestry, color, disability, ethnicity, gender, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. Discrimination can involve granting or denying privileges, rights, or opportunities to a certain class arbitrarily or unfairly.*

Is this an instance of institutional, structural and systematic discrimination in Vermont that has been permitted by state laws and policies?



A Black elected official

Issues Presented

Racist threats and behavior made it unsafe for the official and others of color in her community and the State of Vermont.

Systems Involvement and Resolution

Law enforcement at the local and State level

Injury or Harm Resulting

It makes it unlivable for people in the town and for their safety they had to move.

**Please Post any themes
you see on the Jam Board**

[Emblematic Cases - Google Jamboard](#)

Right click and open the link above in order to join



A Black Family Farm

- **A state commission has found that the Vermont State Police and the Vermont Department of Public Safety illegally discriminated against the African American director of a Black family farm based on her race and gender.**
- **In a 5-0 vote in March, the Vermont Human Rights Commission found there were reasonable grounds to believe that troopers violated Vermont's Fair Housing and Public Accommodations Act in their interactions with the director of the nonprofit center for African American arts, culture and agriculture.**
- **They based their vote on a report compiled after a three-year investigation by attorney Nelson Campbell, a commission investigator, who found that state police were adversarial toward the farm owner and challenged her pleas for protection from a man who harassed and intimidated the family.**

- **The report details a four-month period in which a man moved into a building on the farm property, which included several bedrooms, an event space and an Airbnb. The family first met the man that year when he presented himself as a young sheep farmer who needed pasture for grazing. The family wanted to bring livestock back to the farm and agreed to lease an area for his flock. In addition, according to the report, they “reluctantly” allowed him to rent a room on the third floor of a building on their property. It soon became apparent, however, that the man had no sheep.**
- **And there were other oddities: the man didn’t have the cash he needed to pay a \$1,000 security deposit, according to the commission investigation, and although the family was “initially hesitant,” they allowed him to pay in silver coins, as he said that was all he had.**
- **The family thought the payment was strange, and after researching the coins on the internet, she alerted state police. The man was detained and charged with grand larceny for allegedly stealing silver coins worth more than \$27,000 from a landlord in another county who had evicted him, according to the report. After the man was arraigned, he was released and immediately returned to the farm.**
- **The local county court issued a protective order prohibiting the man from contacting, abusing or harassing the family and four other witnesses in the case. The court also ordered the man to abide by his lease, which restricted access to areas of a building outside his room on the third floor.**

- **The family began eviction proceedings to remove the man from the building, according to the report.**
- **Troopers from the local barracks failed to enforce the order for more than two months, the commission investigation found. At one point, after the court issued a new clarifying order specifying the man could not come within 300 feet of the family, the farm owner's residence, her place of employment and her motor vehicle, it took troopers more than two weeks to serve the man, for reasons that the investigator could not determine**
- **The investigator found that troopers should have charged the man with violations of his release conditions in the criminal matter, and failed to charge him with threatening behavior and property damage, including breaking smoke detectors, locks and more.**
- **As the response dragged on, the farm owner said, the threats escalated. In the earliest weeks, the farm owner said, the man was disrupting events, parking his truck in ways that blocked the entrance to the property, and allowing unleashed Doberman Pinschers to roam. He left out machetes, underwear and dirty dishes in areas he was not supposed to be in, according to the report.**

- **By December, according to the report, the farm owner had hired private security on the property because she feared for her safety. The report found the man brought firearms into the building and stored them outside of his room, and that the farm owner was concerned that materials the man had left out could be used to make a bomb.**
- **Meanwhile, an investigator for the commission found that, while troopers often extended the benefit of the doubt to the man, their behind-the-scenes attitude toward the farm owner was “hostile.” One sent internal emails in response to the owner's calls for help by urging his colleagues to “stop the madness.” Another described her as “intelligent, persistent and manipulative.”**
- **Sometimes, the report found, that attitude extended to interactions with the family: In an early encounter in October, audio footage from a state trooper's body camera depicted his initial tone toward the farm owner as “alternately impatient, brusque, accusatory, and confrontational, peppered with occasional perfunctory politeness,” according to the report.**

- **Two years later, the man was found not mentally competent to stand trial on the grand larceny charges.**
- **A judge ultimately granted the farm owner a one-year no-stalking order against the man, records show. The order was extended for a three-year period, according to court documents.**
- **Meanwhile, the Human Rights Commission investigation took more than three years.**
- **During that time, the statute of limitations for illegal discrimination under the Fair Housing and Public Accommodations Act lapsed, meaning the family has no legal recourse.**
- **Physical damages to the building, unpaid leave, legal fees, moving fees and private security totaled in excess of \$100,000, according to the farm owner. As a result of the harassment and damage, the family business was forced to close for seven months.**

Is this a case within the VTRC's purview?

Is this a case of discrimination against an Act 128 community or another group?

**Discrimination: The treatment or consideration of people differently based on their group, class, or category, rather than on individual merit. For example, discrimination against a person or people class of people on the based on their age, ancestry, color, disability, ethnicity, gender, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, pregnancy, race, religion, sex, sexual orientation, or veteran status. Discrimination can involve granting or denying privileges, rights, or opportunities to a certain class arbitrarily or unfairly.*

Is this an instance of institutional, structural and systematic discrimination in Vermont that has been permitted by state laws and policies?



A Black Family Farm

Issues Presented

What happens when a family does not receive the protection of law enforcement, even as ordered by the court.

Systems Involvement and Resolution

In the report, the farm owner said it would be “impossible to attach a financial value” to her family’s experience, and she found the state police’s conduct to be “far more painful, more humiliating and more haunting to us than anything [the man] ever did to us.”

Injury or Harm Resulting

“I cannot begin to describe to you how it felt for our family to be treated the way we were treated by the VSP. As if our lives, our property, our business, and our longstanding position in this state and in our local community meant less than nothing,” the farm owner said in the report. “We will never forget this, and we will never, ever get over this.”

**Please Post any themes
you see on the Jam Board**

[Emblematic Cases - Google Jamboard](#)

Right click and open the link above in order to join



Hate Speech and the KKK

- **KKK had 14k members in the 1920s from Chittenden, Washington, Orange, and Caledonia Counties. There were large chapters in Barre, Montpelier, and Northfield**
- **Many prominent people in the eugenics movement were KKK members. Governors Proctor and Billings pardoned KKK members arrested for armed robbery of Burlington's Cathedral of the Immaculate Conception.**
- **The KKK targeted Black people, Jews, immigrants, Native Americans and French Canadians. In 1920s Vermont, their main target was French Canadian Catholics**
- **There were surviving Klan chapters in Rutland and Hardwick as of 2006.**
- **Klan membership in Vermont dwindled after a large Klan gathering in Montpelier in 1927, increased national news about the KKK's violence, financial mismanagement, resistance from various towns, and negative press in Vermont.**

- **In 2015, a White man left KKK flyers at two women of color's homes.**
- **He was sentenced to 120 days in jail after prosecutors argued his actions were illegal under the "threatening behavior" clause of the disorderly conduct statute.**
- **The man challenged the sentence, claiming his actions were free speech.**
- **The Vermont Supreme Court overturned the conviction, saying the clause applies to behavior, not to speech. The Court disagreed that leaving flyers from a white supremacist organization renowned for acts of violence at the two women's homes was "threatening behavior."**



Is this a case within the VTRC's purview?

Is this a case of discrimination against an Act 128 community or another group?

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Is this an instance of institutional, structural and systematic discrimination in Vermont that has been permitted by state laws and policies?



Hate Speech

Issues Presented

Distribution of materials promoting hate defended as "free speech" and not considered "threatening behavior."

The absence of a protective law is just as harmful as a law that actively discriminates.

How can a person who has not experienced racial harassment understand what is and isn't harassment?

Systems Involvement and Resolution

Initial conviction that the Vermont Supreme Court later overturned.

Injury or Harm Resulting

Intimidation and fear resulting from distribution of materials promoting hate.

The VT Supreme Court's defense of these actions as "free speech" shows other similar acts may likewise be defended.

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Health Introduction

Access to quality healthcare free of intergenerational trauma and a heightened awareness of a negative legacy is taken for granted by many. Consider the following:

- The basic right to feel comfortable visiting the doctor is not universal
- Comfort in getting teeth cleaned is not universal
- finding a midwife or obstetrician you trust with your life and your baby's life is not universal
- access to a mental health practitioner that can understand one's identity in a nuanced way is not universal
- Locating a surgeon you can trust when you are sedated is not universal.



Emblematic Cases - Health

2-Tiered
Guardianship

Trans Youth and
Healthcare

Traumatic Brain
Injuries and
Accessing Healthcare

COVID-19,
Vaccines,
Disability, and
Neurodiversity

Emergency Medical
Services for a
Disabled, Non-
Binary Black Teen

Vermont's Two Tiered Guardianship Statute

- Currently, there are two separate courts that issue guardianship orders. (Probate Court – Voluntary Guardianship—usually a family member is the guardian) (Family Court – Involuntary Guardianship-where the Court is the legal guardian) (Searles 2023).
 - Many issues have arisen over this two-court system, including different procedures in:
 - Hearings and Findings.
 - Appealing and Rehearings.
 - Annual Reports and Patient Updates
- Once a court makes a declaration of “mental retardation” it remains on the individuals record and may not be expunged from their records, even after signs of mental and cognitive improvements. This effects many aspects of their life such as:
 - It harnesses a mental and cultural stigma.
 - Implements legal limits to personal Constitutional Rights (2A and Voting Rights).

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Is this an instance of institutional, structural and systematic discrimination in Vermont that has been permitted by state laws and policies?



Vermont Two-Tiered Guardianship

Issues Presented

The two groups of individuals who are under either voluntary or involuntary guardianship have different sets of rights.

Equal protection

Systems Involvement and Resolution

Legal System-specifically Probate Court and Family Court.

Injury or Harm Resulting

Many individuals are deprived of rights and /or forced to live unnecessarily with the stigma of a "mental illness" or "cognitive disability."

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Trans Youth and Healthcare

- Referred by **Outright Vermont**
- Although VT doesn't outlaw trans care like other states, VT has a shortage of primary care providers and practitioners and a shortage of practitioner knowledge on how to work with trans patients.
- Healthcare providers are often unaware of basic aspects of gender identity and gender-affirming care.
- Often trans youth are referred out to a specialist immediately rather than having a typical visit with a primary care provider. Beginning gender-affirming care often requires a letter from a psychiatrist.
- There is also embedded discrimination and interpersonal harm that can happen in healthcare settings, such as not using gender-affirming language and biases related to and harmful/incorrect ideas about transgender people.
- Youth need clearance from several different medical providers and have a difficult time navigating how to appropriately access gender affirming care.



Trans Youth and Healthcare

- For example, there are trans youth who don't eat as a way of controlling their bodies and Outright sees problems with eating disorders.
 - A trans patient wasn't eating, developed heart problems, and went to urgent care. When the ER doctor found out the child was trans, that doctor immediately refused to touch the patient to provide medical care.
- The medical establishment requires that children have a specific narrative for gender-affirming care that often is very binary:
 - Outright says they are seeing youth who need care that doesn't strictly fall within the gender binary and have further difficulty as a result.
 - To receive gender affirming care, trans youth must often recite a specific story or type of story. This can often be very difficult for children who are having to present themselves in an inauthentic way or define themselves strictly within binary ideas of gender.



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Is this an instance of institutional, structural and systematic discrimination in Vermont that has been permitted by state laws and policies?



Trans Youth and Healthcare

Issues Presented

Discriminatory attitudes toward trans youth lead to worse health outcomes.

Overly restrictive requirements based in discriminatory ideas for accessing gender-affirming care likewise contribute to poorer health outcomes.

Binary conceptualizations of gender within the healthcare field.

Systems Involvement and Resolution

Medical care (in emergency medical care, family physicians, psychiatric care, therapy, etc.) and education.

Injury or Harm Resulting

Interpersonal harm from prejudicial interactions with healthcare providers.

Gender affirming care greatly improves mental health among trans people. Making this care difficult to access increases harms and fails to provide youth with opportunities for necessary health interventions.

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COVID-19, Vaccines, Neurodiversity, and Disability

- Referred by **All Brains Belong** and the **Vermont Center for Independent Living**
- A brief report in the *Disability and Health Journal* (Turk et al. 2020) found that people with intellectual and developmental disabilities are more likely to have conditions that increase risk of developing long COVID and severe cases of COVID, meaning that this population has worse health outcomes than the general population.
- COVID-19 can cause long-term problems with the immune system (files et al. 2021). Each subsequent COVID-19 infection increases the risk of developing long COVID, dying, organ failure, and/or being hospitalized (Bowe et al. 2022).
- Neurodiverse people and others with disabilities have much higher rates of poverty and unemployment compared to neurotypical people without disabilities. Each of these factors compounds the risks that neurodiverse people face in their daily lives.



COVID-19, Vaccines, Neurodiversity, and Disability

- Dr. Melissa Houser of All Brains Belong has stated that 120 of her 175 patients identify as neurodiverse; 80% of these 120 patients are dealing with long COVID.
- At present, long COVID is not well-understood and as researchers have not found specific biological markers that would facilitate a formal diagnosis, meaning that getting diagnosed with long COVID is often difficult and frustrating.
- People with neurodiverse conditions are more likely than the general public to have autoimmune conditions (Hughes et al. 2018; Nielsen et al. 2017), meaning that they are much more likely to develop long COVID or experience a severe COVID-19 infection (Turk et al. 2020).
- All the above is exacerbated by racial inequality. The effects of COVID-19 have been disproportionately experienced by people of color in Vermont. In 2020 people of color in Vermont were 6% of the State's population but 18% of COVID-19 cases (Vermont Department of Health 2020).



COVID-19, Vaccines, Neurodiversity, and Disability

- Few healthcare facilities require masking of providers or patients, meaning that even going to seek medical care is riskier for these individuals.
- Some people are avoiding important visits to medical specialists, labs, and emergency departments out of concern that they could contract COVID-19 and may die or deal with long COVID for several months.
- Masks are seldom required in any public setting. This means that participating in daily life is generally much riskier for neurodivergent and disabled people than neurotypical and/or non-disabled people.
- The general apathy in public settings toward COVID-19 has led toward policies and practices that place this population at higher risk of getting sick or dying. As Dr. Melissa Houser said, people must “**choose between their health and full, meaningful participation in their lives.**” This results in neurodiverse and disabled people being excluded from general society.



COVID-19, Vaccines, Neurodiversity, and Disability

- Earlier this year (2023), The Vermont Department of Health discontinued its mobile vaccine program for homebound Vermonters and people who are too immunocompromised to access standard medical care.
- VCIL had been warning the State Health Department of such a situation since last year and asked for support from AHS, VDH, and DDAIL, among others.
- EMS agencies told Kate Larose that they receive dozens of daily calls from seniors and people with disabilities asking for EMS to help them access vaccines. Kate Larose relayed that EMS also said that in “recent weeks” (communication dated October 19, 2023) have been driving these residents to hospitals at increased rates due to COVID and COVID associated medical issues.
- VDH replied that slow rollout of COVID-19 vaccines was due to the fact that more vaccines have been allocated to pharmacies than to clinicians. VDH also said that their Immunization Program surveyed long term care facilities about plans to provide the vaccine and 80% said they would offer COVID-19 and flu vaccines to residents.



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COVID-19, Vaccines, Neurodiversity, and Disability

Issues Presented

Incomplete public-directed messaging about risks of COVID-19.

Structural exclusion via healthcare systems, poor ADA implementation.

Exclusion of neurodiverse, immunocompromised, and disabled peoples.

By ending its home vaccination program, the State has effectively closed the only viable means for homebound and medically vulnerable Vermonters to stay safe from the flu and endemic COVID-19.

Systems Involvement and Resolution

Public health programs and facilities

Private health facilities

Public health system

COVID-19, Vaccines, Neurodiversity, and Disability

Injury or Harm Resulting

Many neurodivergent and disabled Vermonters have been effectively excluded from healthcare and social settings due to lack of asking policies in these places.

Lack of effective provision of these vaccines exacerbates the exclusion that these Vermonters are feeling.

Inequitable access to basic and emergency healthcare.

Discourse surrounding COVID-19 portrays it as not being as serious of a concern.

The lack of response or general concern for this phenomenon further marginalizes and isolates neurodiverse and disabled people. This can lead to feelings of isolation and loneliness. As the US Surgeon General has recently noted, loneliness is as dangerous for one's health as smoking 15 cigarettes per day (US Surgeon General 2023).

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Emergency Medical Services for a Disabled, Non-Binary Black Teen

- The police were called on a Black teen who stole vapes from a convenience store.
- Police asked the teen to turn over the vapes and the teen was unresponsive.
- The teen's parents gave the police the vapes the child stole, except for one that the child was holding.
- The officers tried to force the vape from their hand. The teen tried to lunge at the police. They pinned the teen to the ground.



Emergency Medical Services for a Disabled, Non-Binary Black Teen

- Paramedics arrived 15 minutes later and put a spit sock on their head then injected the teen with ketamine.
- An excessive dose of ketamine was partially responsible for Elijah McClain's death in Colorado. The EMS personnel who administered this drug to McClain are currently on trial.
- Paramedics can legally administer ketamine if a person is exhibiting symptoms of "exciting delirium." Criteria for "diagnosing" this are unclear and no rigorous studies have evaluated the validity of the use of this term (American Psychiatric Association 2020).
- The American Society of Anesthesiologists (2020) has spoken against using ketamine "to chemically incapacitate someone for law enforcement purposes."



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Emergency Medical Services for a Disabled, Non-Binary Black Teen

Issues Presented

Heavy-handed and violent response to a non-binary, disabled Black teen.

Non-consensual administration of a dissociative anesthetic with psychoactive effects.

Why is the use of ketamine in this manner legal despite condemnation from medical professionals?

Systems Involvement and Resolution

Emergency medical response system

Justice system

Injury or Harm Resulting

EMS personnel non-consensually administered a controlled substance to a disabled non-binary Black teen after police had physically restrained them.

Potential side-effects of ketamine injection.

Trauma to the child and parent.

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Brain Injuries and Medical Care

- **Brain Injury Alliance of Vermont (BIAV)** brought this to our attention.
- Brain injuries can make emotional outbursts more common as a result of processing the world around them differently; BIAV says some NGOs and State agencies are refusing to work with patients who exhibit these symptoms.
- Basically, providers are looking for a particular set of behaviors that patients should exhibit to be deemed “treatable;” people who do not fit this mold do not receive essential services.



Brain Injuries and Medical Care

- Brain Injury Alliance of VT's clients are needing more help than the NGO can provide, so they refer the clients to the Brain Injury Waiver Program, Choices for Care, Moderate Needs, and elder case management.
- After approval, patients sit on waitlists for months. The referral is sent to providers who rarely contact the patient. Survivors, who are already overwhelmed with dealing with a TBI, must take the initiative.
- Even among patients who are high risk, there is no urgency among agencies serving these patients, even when clients are actively seeking help. The justification given is staffing issues. It took one client 6 months to get services; her health was deteriorating the whole time.
- Brain Injury Alliance of VT says other community organizations can provide these services and have received funding to do so.



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Traumatic Brain Injuries and Medical Care

Issues Presented

TBI survivors having difficulty accessing essential, timely care.

Providers expecting patients to fit a particular "mold."

Lack of understanding of the challenges TBI patients face.

Systems Involvement and Resolution

There are NGOs and State orgs trying to offer services that are not meeting patients' needs.

Medical/healthcare system.

Injury or Harm Resulting

Ongoing difficulty in accessing essential health services compounds existing medical problems and makes them worse

Added emotional strain and uncertainty while trying to get treatment

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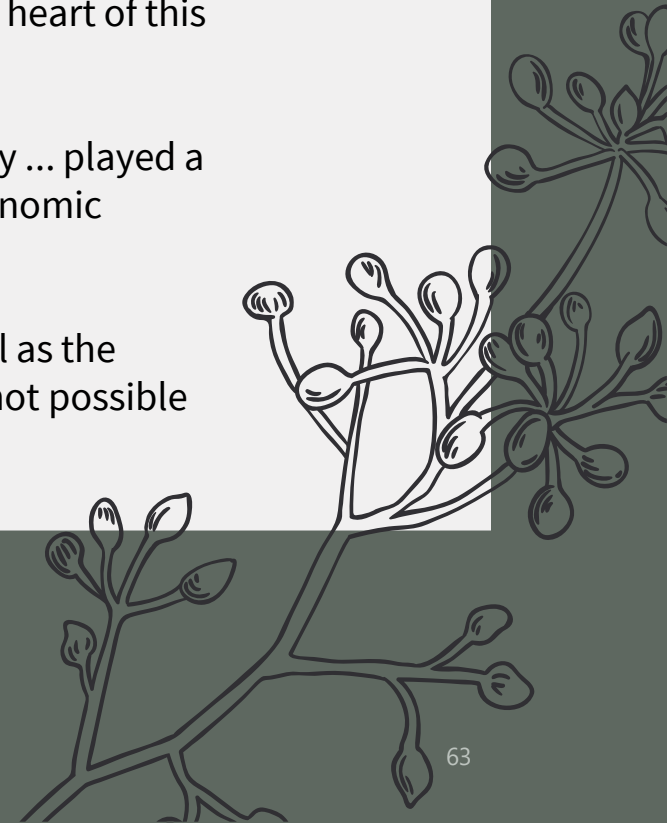


Housing and Land Introduction

Settler colonialism is the replacement of existing society with colonizers' society. Access to raw materials and the land itself is key in this takeover. Stolen bodies and stolen land remain at the heart of this place and has yet to be fully reckoned with.

"the interaction between conceptions of race and property ... played a critical role in establishing and maintaining racial and economic subordination" (Harris 1993, 1716).

Today, access to certain places and neighborhoods as well as the intergenerational wealth accumulated by some that was not possible for others continues the disparity in housing.





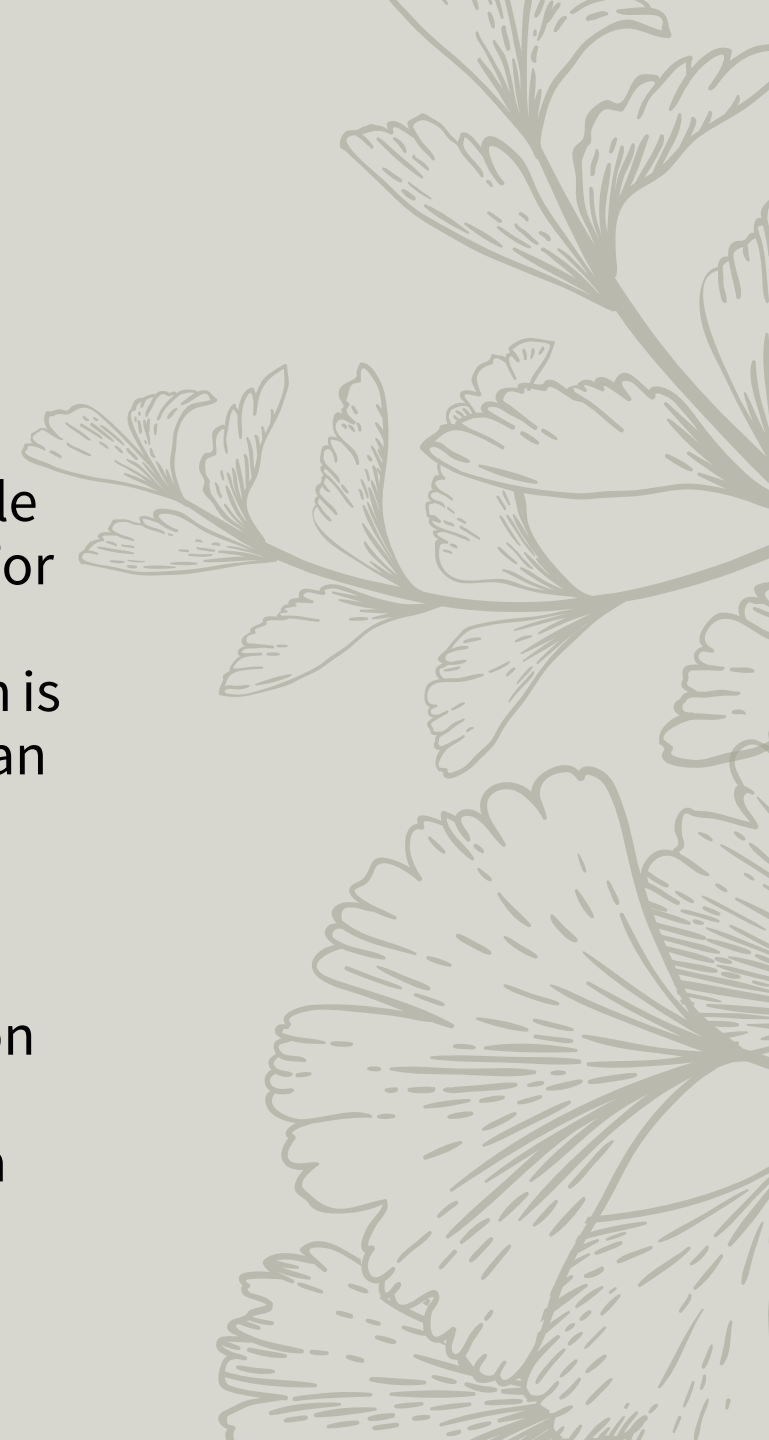
Housing

Restrictive Covenants,
Disability, and Housing
Discrimination

Land Ownership in
Vermont

Restrictive Covenants, Disability, and Housing Discrimination

- Some property titles in Vermont were written with restrictive covenants that prevented the property from being sold to people of particular identities, such as Black folks and Jewish people. For example, "no person of any race other than the white race shall use or occupy any building or lot." In one instance, an exception is made for "domestic servants of a different race domiciled with an owner or tenant" (Resmer 2004).
- One example includes the summer home of former Supreme Court Chief Justice William Rehnquist. This home was formerly owned by Henry Cummings, who sold the property a corporation called Vermont Summer Estates, Inc., which placed a line in the document saying, "No lot or building shall be sold or leased to a member of the Hebrew race."



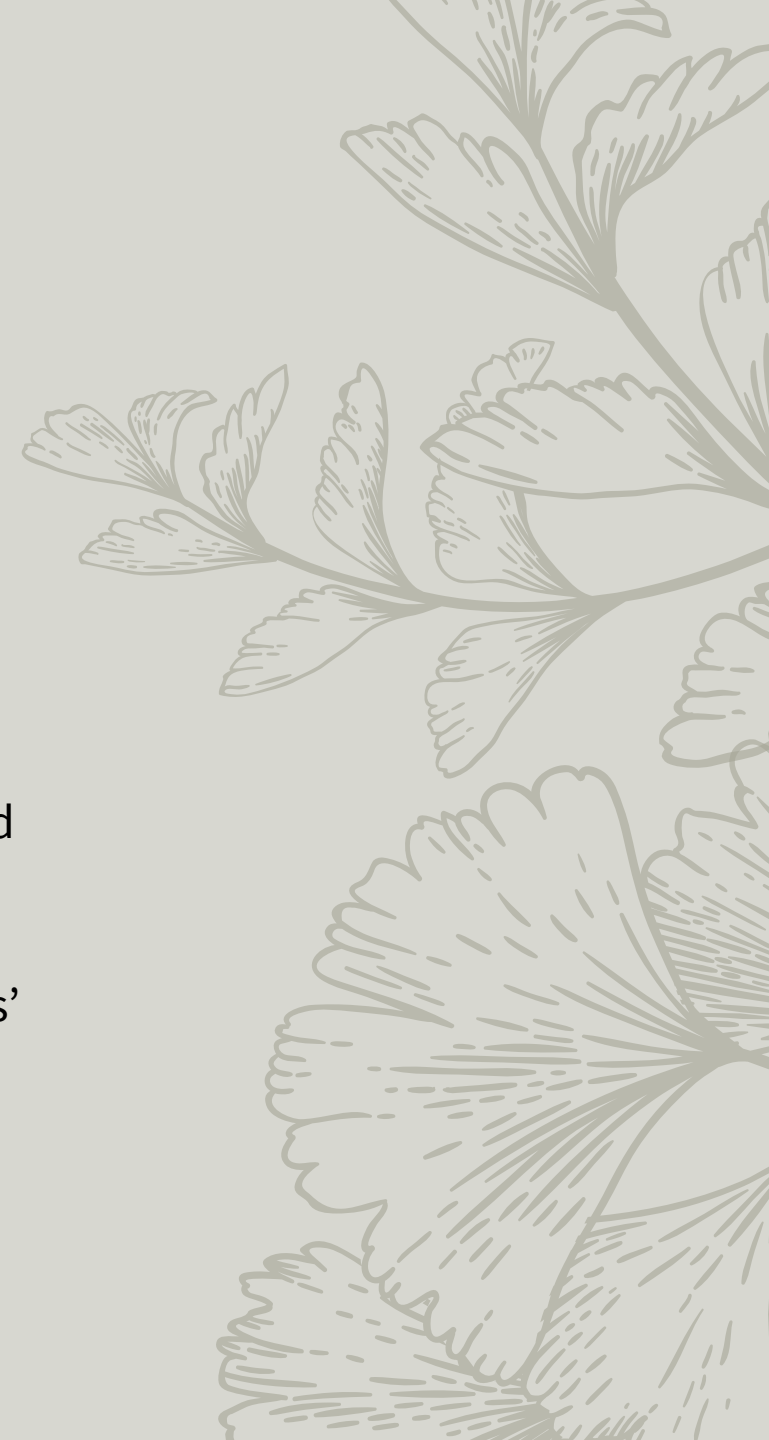
Restrictive Covenants, Disability, and Housing Discrimination

- A 2014 report (Vermont Legal Aid 2014) found housing discrimination in Vermont in 44% of 260 test cases in 2012 and 2013. Of these, 46% were based on national origin, 36% on race/color, 45% based on minor children, and 22% based on disability.
- A 2021 report found that 46% of test cases discriminated against people who are Middle Eastern, Asian, Latino, or Eastern European; it observed discrimination against Black Americans in 36% of cases.



Restrictive Covenants, Disability, and Housing Discrimination

- An article from Vermont Legal Help's website contains multiple examples of housing discrimination, including a neighbor threatening to kill a multi-racial woman after calling her racist names and a landlord evicting a woman after learning the woman's husband had abused her.
- The US Commission on Civil Rights found in a 2021 report that discrimination still persists in Vermont and sometimes is more subtle than has been the case historically. It reported that disability discrimination was the most common, followed by discrimination on the basis of familial status (having children) and receipt of public aid.
- The report found that applicants are denied based on their accents and that landlords often levied excessive rent increases and did not respond to tenants' maintenance requests. Immigrants and refugees were also subjected to arbitrary evictions.
- It found discrimination against people with children in 45% of test cases.



Restrictive Covenants, Disability, and Housing Discrimination

- Although State law (Title 20 Chapter 174 § 2902) requires certain building standards to accommodate disabled people, roughly 75% of State's housing stock predates this 2001 law.
- A 2017 report from the State found that 70% of new multi-family housing in Vermont have minor ADA noncompliance issues; 10% of multi-family homes had significant issues with ADA noncompliance.
- Although disabled tenants can request modifications to meet their needs, landlords are hesitant to do so unless they receive federal funding. As a result, many tenants must pay for this themselves. VCIL offers grants for this, meaning an NGO is having to step in to fill a gap in State services.
- The State's low housing stock exacerbates all these issues.



Restrictive Covenants, Disability, and Housing Discrimination

- Finding housing can be especially hard for people with developmental disabilities; parents of children with these disabilities worry what will happen once they die and if their children will be placed.
- Up until the 90s, people in Vermont with developmental disabilities were sent to institutions such as the Brandon Training School (originally opened as "the Vermont State School for Feebleminded Children").
- Supervised living is a preferred option for some, but the State's low housing stock makes this difficult.
- There are only a few residential programs for people with developmental disabilities.



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Restrictive Covenants and Housing Discrimination

Issues Presented

Housing segregation and discrimination.

Racism.

Historic antisemitism.

Ableism.

Discrimination based on immigration status or receiving public assistance.

Lack of awareness of landlords' legal obligations to their tenants.

These issues all exacerbate the State's housing shortage.

Systems Involvement and Resolution

In 2022, the Senate passed H.720 requiring people with developmental disabilities receive full information about their options are included in conversations about systems change, and created a limited service position to address this.

H.551 is a bill that aims to ban discriminatory language in restrictive covenants and remove existing harmful language; however, some advocates want a database that records where these existed and what they said.

Injury or Harm Resulting

Stress and trauma for people who are housing insecure or who have been unable to find housing.

Perpetuation of racism, xenophobia, and ableism through housing discrimination.

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Land Ownership in Vermont

- European settlers and their descendants dispossessed Indigenous people of all of their land in Vermont.
- Across the US, Black land ownership has declined by nearly 90% over the last century.
- People of color in Vermont have not had equal access to land ownership because of discriminatory actions and policies.
- According to a 2017 US agriculture census, only 17 of the nearly 7000 farms in Vermont are Black-owned.
- An initiative by the High Meadows Fund, Vermont Community Foundation, and Vermont Land Trust established a \$2 million fund to expand access to farm ownership to BIPOC Vermonters.

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Land Ownership in Vermont

Issues Presented

Inequitable distribution of land ownership and therefore inequitable access to livelihoods.

Less land ownership means less accumulation of generational wealth to pass onto new generations.

This disparity means that White people overwhelmingly control land in the US.

Systems Resolution and Involvement

H273, an Act Promoting Racial and Social Equity in Land Access and Property ownership is in a Vermont House committee .

While Vermont Land Trust's fund is incredibly valuable, it is, of course, not nearly enough to begin to address these disparities.

Injury or Harm Resulting

Loss of land and inability to access land ownership can have deeply spiritual, psychological, and economic impacts.

Inequitable access to livelihoods, generational wealth, and land ownership.

Another harm is a persist social message toward BIPOC Vermonters that they are not welcome.

Agriculture in Vermont is overwhelmingly White-owned and White-controlled.

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Other cases from the public we plan to discuss

- Unmarked burials and the Vermont State Hospital.
- Race and sentencing/incarceration in Vermont.
- Memory/Intergenerational harm
- Cases from individual members of the public.



Work Cited

We are grateful to the community members, archivists, and State Representatives who shared cases with the VTRC. Your contributions make the VTRC a community effort.

We are also grateful to the writers and scholars of racial and cultural justice from whom we have sought guidance.

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If you are willing to offer any further input or would like to reach out to the Commission, please email us at

vtrc@vermont.gov

or visit our website

<https://vtrc.vermont.gov>

Thank you!

We can't do this without you.

NEXT Emblematic case study

scheduled January

25, 2024

1:00-4:00pm

Safety

Lack of accountability

Hate speech still Free Speech

Ignorance

Attack on black woman in leadership position - we see this time and again

No protection from law enforcement -

Who is safe ?
What does it take to be safe

Law enforcement did not trust the person in leadership and those they should be protecting

Aaron: how do we change their behavior change because they are not willing to do it themselves.

Aaron: knows of another that gave up her position for the same reason. How does it change

Protection of the perpetrator, not the victim

Gender

Race

Law enforcement as adjudicator and following bias-guided actions, not following court directives-- negating courts' efficacy

Police automatically dont believe Black women when they are in danger

How can safety be prioritized - why does something tragic have to happen first

Aaron: abuse of power. Lack of fundamental respect for those involved. Favoritism and entitlement.

13- century victim that describes -will only exist by the top of the social hierachy

DPS felt they had the right to set aside court order/s.

Legacy of violence is inherent in the speech

Why are the courts not challenging and associating hate speech with violence and lack of safety

Fear

Health

Stigmatizing legal process Violation Vermont Constitution Common Benefits Clause Court system being made an agent of discrimination because of the discriminatory statute

No fair representation; possibility wide open for bad actors to prevail

Taking away people's right to make their own

Lack of understanding of lived experiences

care as an award after proving necessity (and outcome by potentially biased individuals), not as a right

difficulty advocating in a system that doesn't recognize your ability to act

Shorter life span due to discrimination

Invasion of privacy

Absence of law and protections in specification

Hippocratic oath?

systems created based on limited ideas and stereotypes of what gender "should be."

transphobia

Denial of even the concept of rights

Exacerbation

Jen D. - Could you add to the Health board -- if it was not already added -- the impact of institutionalized discrimination and inequity by design in the policies and methodologies of...

treating patients who are not white presenting or cis gendered (for ex.... feeling pain, lack of diverse representation of medical staff, broader, nuanced knowledge...

pertaining to diff. ethnicities, to name a few...)

Once again , the medical system telling people how they should feel and are slow to believe people that are outside the mainstream

House Bill 89
<https://legislature.vermont.gov/bill/status/2024/H.89>

Accessibility

Access to necessary care

why force a child such as this, who is clearly not understanding, to give over the vape in that moment. maybe come back or don't take it at all. Do the police think they have a choice

Black minor not seen as human

Subjective use of harmful drugs

Medical Ethic of Do No Harm?????

sadism

Rep. Burrows: There's also the issue of patterns of racist home foreclosures

Housing

So hard to prove. The real numbers are so much more.

Also, discrimination in responding to faucets that don't work etc.

Band-Aids being put on problems that need actual surgey to resolve

It would be so easy to outlaw these covenants

**anti
semitism**

racism

xenophobia

This is the primary reason why Vermont is mainly white - intentionally keeping anyone "different" from being able to live here

**Worse
than
before
COVID**

Insidious

Zoning that bans multi-family units, which are more common residential patterns among some ethnic groups

Case of discrimination :: Threat of eviction to rentee by property owner when housing assistance (VRAP) ended.

**patterns of
racist home
foreclosures**

**Rep. Burrows:
There's also
the issue of
patterns of
racist home
foreclosures**

Settler rationalization of land as possession causes people for whom this is not reasonable to accept land as an object to own.

**WHAT
QUALITIES/UNDERSTANDINGS
DO YOU NEED WITH A WORKING RELATIONSHIP? (Be specific)**

- **Speak your truth.** To speak your truth, you must be willing to take risks and to be absolutely honest about your thoughts, feelings, and opinions — not just saying what you perceive others want to hear. Until we can become completely honest, the dialogue will remain limited and ultimately ineffective.
- **Experience discomfort.** To deal with the reality of race and disability in an honest and forthright way, we agree to experience the discomfort that is to be expected due to the problematic state of conditions in our society.
- **Expect and accept non-closure.** To engage in courageous conversations about race is to recognize that you/we will not reach closure in our racial understandings or in our racial interactions. There is no “quick fix” or solution to the challenge of our racial struggle as individuals, or as a society. Therefore, we must commit to an ongoing dialogue as an essential component of our action plan.
- **Grace with ourselves.** Grace with others. We agree that this work is difficult, and we acknowledge that each of us is approaching it from different points in our personal journey and education.
- **Intent vs. impact.** When someone does something hurtful or offensive to another person, the perpetrator's intent is not what's most important when gauging the appropriateness of an action -- in fact, many would say that it is inherently privileged to redirect the focus of a conversation to the perpetrator's (presumably harmless) intentions, rather than focusing on the feelings and experiences of the person who has been harmed.
- Treat one another with dignity and respect.
- Actively listen. Be mindful of dismissal of other ideas, engage in curiosity and do not interrupt.
- Be open-minded with all suggestions.
- Don't play games—avoid office politics.
- Always have an advanced agenda for a meeting.
- Encourage constructive silence.
- Practice and develop self-awareness.
- Celebrate accomplishments.