



Vermont Truth and Reconciliation Commission

Strategic Plan Summary

Mission

We exist in pursuit of community-centered justice and holistic healing that prioritize impacted Act 128 communities, which include:

- Individuals who identify as Native American or Indigenous;
- Individuals with physical, psychiatric, or mental conditions or disability, and the families of
- individuals with the physical, psychiatric or mental health condition or disability;
- Black individuals and other individuals of color;
- Individuals with French Canadian, French- Indian or other mixed ethnic or racial heritage;
- Other populations and communities at the discretion of the Commissioners.

We seek collective liberation from violence and discrimination systemically perpetrated by the state of Vermont. We do this by uplifting community voices through storytelling, researching, and community relationships, and make legislative recommendations.

Vision

Who is a Vermonter?

In Vermont, some people think that only those with old New England family ties are “real Vermonters.” This idea comes from past practices like the eugenics movement, which unfairly targeted certain groups. The Vermont Truth and Reconciliation Commission (VTRC) wants to change this view. It believes everyone should decide for themselves if they are a Vermonter.

Impacted Communities

The VTRC looks at how state laws and policies have treated different communities unfairly. In its first year, the Commission found that these communities have lost important things, like their spiritual and cultural identity, community connections, health, land, resources, and freedom to move around. The VTRC seeks to understand these losses and will propose recommendations to repair harm, build community connections, and reduce inequities.

Truth-Telling for the Future

One of the main goals of the Commission is to uplift the truths of affected communities. The VTRC encourages Vermonters to listen with an open mind. These truths will be powerful and sometimes hard to hear. Truths include the treatment of people as less than human and misuse of power. The VTRC believes that Vermont can recognize the harm done and make a plan to fix it. Healing is necessary for everyone.

Research

The VTRC is determined to create a shared memory that more accurately reflects the diverse histories of Vermont's communities. Some celebrate Vermont's achievements, while others remember the pain of stolen land, forced sterilization, and discrimination. The VTRC will collaborate with families affected by these injustices to ensure that their voices are heard. By gathering personal truths and conducting thorough research, the VTRC aims to reveal how past wrongs shape the present and propose ways to heal.

Legal

The VTRC knows that laws and social movements have helped reduce discrimination, but there are still problems that stop people from fully participating in society. The VTRC legal team wants to understand the policies and laws that have caused differences in wealth, health problems, and loss of community and identity over generations. The VTRC aims to help create new laws and fix current ones to make sure everyone has the rights to life, freedom, happiness, and safety, as promised by the Vermont Constitution.

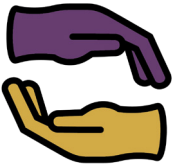
Timeline



Legislation

5/24/2022

Vermont Truth and Reconciliation
ACT 128 Approved by Governor



Phase I

Pre-Establishment

11/2022 - 3/31/2023

Commissioner Selection
Process



Phase II

Building & Planning

04/01/2023 - 11/30/2024

Set up VTRC Team,
Building and Planning
Protocols/Process Outreach

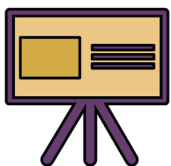


Phase III

Implementation

11/2024 - 10/2025

Truth telling process



Phase IV

Report

11/2025 - 05/2027

Final Report Process