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Subject: Follow-up on Supporting Equitable Processes
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Hello All,

I appreciate the opportunity we had to collaborate on strategy yesterday. I have been thinking of ways to support the process given some of the concerns that were expressed about equity yesterday.

I would like to pass on this report published by the Rowan Institute which could be helpful for the Council and Sub-Committee members to read and discuss which focuses on [how to improve dialogues about justice and equity in climate and science](#). Sarah Myhre at the Rowan Institute does offer trainings that emphasize how white leaders can show up in ways that support an anti-racist approach to climate policy, research and science.

If there is interest, I am also happy to discuss other training modules that I could offer to the Council and/or Sub-Committees that point to the intersection of climate change, climate risk, and structural racism, as they relate to national patterns as well as locally-specific circumstances in Vermont. As we discussed yesterday this is not in our current Scope, but I am willing to look at ways of building in additional deliverables to support a more equitable process if there is a budget available to do so.

I would also like to add that if you are looking for an Implicit Bias Training, Amanda Garces at the Human Rights Commission does offer a Level 1 training on this.

all best,
Sarika

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