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## **Town of Stowe Electric Department Diversity, Equity, and Inclusion Resolution**

Vermont's communities become more diverse every day. As part of this growth, municipalities around the state and the country are recognizing the need to prioritize equity and social justice. Already, dozens of Vermont's communities have taken steps to be more inclusive. The Town of Stowe, Vermont issued the following Declaration of Inclusion on April 11, 2022:

*The Town of Stowe welcomes all persons, regardless of race, color, religion, national origin, sex, gender identity or expression, family status, age, or ability, and wants everyone to feel safe and welcome in our community. As a town, we formally condemn discrimination in all its forms, commit to fair and equal treatment of everyone in our community, and will strive to ensure all of our actions, policies, and operating procedures reflect this commitment. The Town of Stowe has and will continue to be a place where individuals can live freely and express their opinion.*

Stowe Electric Department's role as a community leader is built on our commitment to working cooperatively with diverse stakeholder groups for the overall benefit of our customers and the community. We seek to have a positive economic, social, and environmental impact on our community through good citizenship and equitable access to programs for all customers. It is essential to the success of Stowe Electric Department that all members of the community are able to access equitable treatment, opportunities, and resources with dignity and respect.

As an energy utility, we take our responsibility to facilitate a safe and diverse workplace for all segments of society very seriously. A diverse, inclusive, and equitable workplace is one where all employees and participants, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education or disability, feel valued and respected.

NOW, THEREFORE, BE IT RESOLVED, that the Town of Stowe Electric Department is committed to a nondiscriminatory approach and providing equal opportunity for employment and advancement in all our departments, programs, and worksites. We respect and value a workforce where employees of all backgrounds, identities, and abilities can contribute to achieving diversity, equity, and inclusion, and ensuring all voices are valued and heard.

*Adopted February 22, 2023*