

THE IDEALIST

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WELCOME ABOARD!

SHALINI SURYANARAYANA

Having an IDEAL newsletter is a great way to address new issues, review previous materials, share updates, and communicate with each other. To make it as great as it can be, we need you—yes, *you*—to read it and contribute.

Sign up to make submissions in the coming months—tell us about your perspective through an op-ed, or share your successes & lessons learned in the High Fives, or lift up resources & opportunities in the Bulletin Board. We look forward to hearing all your voices!

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Implicit bias is a form of bias that occurs automatically and unintentionally

Brandon Black at kickoff convening

OCTOBER CONVENING: THE KICKOFF

In October, we launched the initiative with a convening at the Chandler Center for the Arts in Randolph.

Since it was during Diwali, we received a primer on this holiday, during which more than a billion people worldwide celebrate the new year.

Members were invited to share their vision for equitable communities, their challenges, their successes, and their aspirations. This discussion was brought to life by our graphic recorder, Brandon Black. See the visualized result of this dialogue below and online.

NOVEMBER WORKSHOP: EQUITY 101

In November, we delivered an introductory presentation via Zoom discussing foundational concepts related to justice, equity, diversity, and inclusion (JEDI).

This was a special joint session for the E.P.I.C. Education and IDEAL Vermont cohorts. We accomplished first steps toward building shared understanding of concepts and terminology including implicit bias, structural racism, protected classes, and the Ladder of Inference. We'll revisit these concepts regularly.

* WORK180 Diversity Dictionary RE: VLCT

age
race
color
religion
sex
nat. origin
disability

How we form and sustain mental models

UP NEXT: JANUARY CONVENING

In January 2023, we'll revisit our group & individual vision. We will also be introduced to the Intercultural Development Inventory® (IDI®) and discuss some of the foundational concepts we've covered so far. Stay tuned for more details in your next calendar invite...



Visioning board reflecting member discussion at kickoff convening. Artist credit: Brandon Black

VIEW FULLSIZE

REVIEW: SYSTEMIC (AND OTHER FORMS OF) DISCRIMINATION

In our November workshop, we discussed the differences between types of discrimination. These included Individual, Interpersonal, Institutional, Systemic, and Structural discrimination. It's easy to get these mixed up, because they are all interrelated. For example, individual racism is when we harbor the belief that a racial or ethnic group is superior to or inferior to other groups. Let's use negative biases against afro-textured hair as an example: If a person holds these beliefs and does not act on them, this is considered "Individual" racism. However, if the person holding these beliefs is interacting with people who have afro-textured hair and treating them in a way that reflects these racist attitudes, then it becomes more than just individual racism; it is now also interpersonal racism. When we zoom out and look at the ways in which our society has relied on embedded racism, we start to see these patterns show up as institutional racism, systemic racism, and structural racism. After all, our institutions and systems are just made up of individuals. Here's how: a [company policy restricting hairstyles like braids and locs](#) makes this form of racism institutional, because the institution itself now excludes people based on hairstyle that has strong racial connections. This is also how institutional racism perpetuates itself. Even if we assume that no one at the company holds individual racist attitudes, the policy is fixed in institutional memory and can have negative impacts on people with afro-textured hair even without the participation of individual people. That is why it is necessary to be anti-racist, not just a non-racist. Further, when we see [entire industries](#) with similar policies or industries where people with afro-textured hair [are routinely denied promotions](#), then that becomes systemic or even structural racism, because the discrimination spreads beyond a single institution and becomes rampant across entire professions, sectors, industries, or jurisdictions.

Learn more about systemic racism by watching this video in the IDEAL Vermont resource library



Applying the Concept: Racism

INDIVIDUAL RACISM

Personal beliefs and attitudes toward other races that affect the way a person treats people of color.

INTERPERSONAL RACISM

Treating others with discriminatory behavior that ranges from microaggressions to physical violence.

INSTITUTIONAL RACISM

Policies or behaviors within an organization intended to discriminate against people of color.

SYSTEMIC RACISM

Perpetuated discrimination within a system that was founded on racist principles or practices.

STRUCTURAL RACISM

Cultural values in a society are so ingrained in daily life that they are seen as “the way things are.”

HARTFORD

Anti-Racism & DEI Resource Library

[LEARN MORE](#)

ESSEX

Committee on Equity

[LEARN MORE](#)

SOUTH BURLINGTON

School District Hires Equity Director

[READ HERE](#)

RICHMOND

DEI/DOI added to Town Mission

[LEARN MORE](#)

WINOOSKI

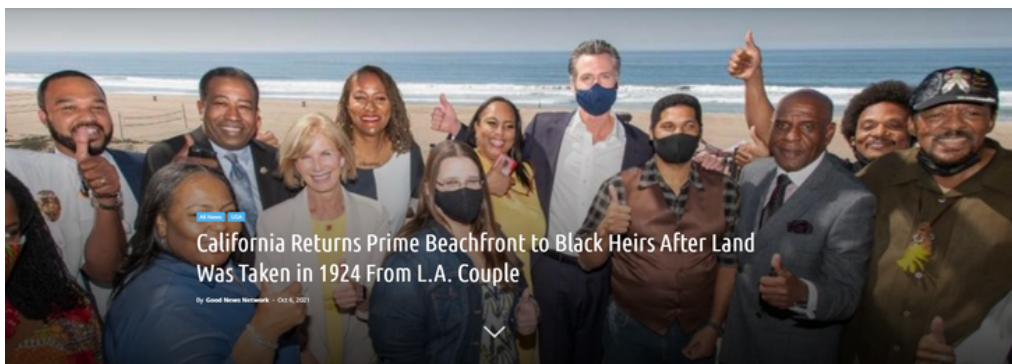
Declaration of Inclusion

[READ HERE](#)

GOOD NEWS!

Re-visiting a news item referenced at the October 26 launch

"CALIFORNIA RETURNS PRIME BEACHFRONT TO BLACK HEIRS AFTER LAND WAS TAKEN IN 1924 FROM L.A. COUPLE"



[READ HERE](#)

TIME TRAVELING

XUSANA DAVIS

This time of year, people tend to look back on the last calendar year and reflect on the relationships they built, the work they accomplished, and the goals they want to achieve in the future. One thing they may not always think about, however, is the fact that the end of the year isn't always the end of the year... at least not to everyone.

Throughout history, different cultures have observed the natural world and counted time using different methods, which has resulted in a multitude of calendars currently in use today. For example, most people in the United States adhere to the Gregorian calendar, which marks a new year at a fixed date each year: January 1st. You're familiar with this calendar because it is the one that has dominated western timekeeping, and even those who do not adhere to the Gregorian calendar must still be aware of its ebbs and flows in order to interact with government, finance, and other major sectors and institutions. But did you know that it didn't always have 12 months? That's right, in its previous form (known as the "Julian calendar") this "western calendar" used to have only 10 months. We still see vestiges of this 10-month setup by looking at the way the months are named. For those of you who have been brushing up on your Latin language skills, you'll recognize some of the prefixes in the months in the latter half of the year: September begins with "sept," which is a Latin prefix meaning seven. October begins with "octo," which is a Latin prefix meaning eight. November begins with "nov," which is a Latin prefix meaning nine. December begins with "dec," which is a Greek prefix meaning ten.

So what happened to these months, and why do they not represent the 7th, 8th, 9th, and 10th months respectively? Well, back in the day, two months were added in order to immortalize a certain Roman emperor and his grand-nephew. You may have heard of them—Julius and Augustus Caesar? This is why we now have the months July and August, the insertion of which displaced the remaining four months and created the unsynchronized prefixes we see today.

This is just one of the many histories we know about timekeeping around the world, and the ways in which we mark seasonal and chronological transitions. Equinoxes, solstices, moon cycles... these are all observable and predictable ways that our ancestors *and present-day peers* around the world count and celebrate time. As we prepare for this season of festivities in our communities around Vermont, think of the ways in which your neighbors and constituents are represented in timekeeping. How are you accounting for municipal office closures during Lunar New Year in a couple of months? Does your school district have a policy for school absences based on cultural calendars? Did you light the sparkler you received to commemorate Diwali at our Oct 26th kickoff? And most important, no matter which new year(s) you observe, what's on the menu for the feast?

See how people around the world celebrate the solstice:

LEARN MORE

CALENDAR & CULTURAL OBSERVANCES

THIS QUARTER IN HISTORY

OCTOBER

- 26, 1866: Texas passes law restricting Black people from testifying in court.
- 29, 1869: White mob kidnaps and whips Black Georgia legislator.
- 05, 1920: Four innocent Black men lynched in Macclenny, Florida.

NOVEMBER

- 03, 1874: White mob wages deadly violence against Black community seeking to vote.
- 04, 1890: White man who was involved in killing nine Black people is elected Governor of South Carolina.
- 07, 1931: Two Black women die after segregated Georgia hospital refuses care.

DECEMBER

- 06, 1915: Supreme Court rules American women with foreign husbands lose citizenship.
- 11, 1917: U.S. Army executes 13 Black soldiers in Houston, Texas.
- 21, 1837: U.S. government passes rule prohibiting discussion about abolition of slavery.

OBSERVANCES COMING UP

DECEMBER

- Monthlong: Universal Human Rights Month
- 1: Rosa Parks Day (USA)
- 18-26: Hanukkah (International)
- 21: Winter Solstice (International)
- 24/25: Christmas Eve/Christmas
- 26-Jan.1: Kwanzaa (International)

JANUARY

- 1: New Years Day (International)
- 4: World Braille Day (International)
- 16: Dr. Martin Luther King Day (USA)
- 17: National Day of Racial Healing (USA)
- 22: Lunar New Year (China, Korea, Vietnam, Tibet)

FEBRUARY

- Monthlong: Black History Month (BHM)
- Feb. 1909: NAACP Founded
- Feb. 1926: Negro History Week established
- Feb. 1970: BHM first observed
- Feb. 1976: BHM endorsed by President Ford

See more entries in the timeline of racial injustice here:

LEARN MORE



JOB OPPORTUNITIES

Director of Race, Gender, Equity, and Accessibility

VT Dept of Children & Families [\[see here\]](#)

Communications, Outreach, & Project Coordinator

VT Commission on Women [\[see here\]](#)

Equal Opportunity and Accessibility Manager

VT Dept of Labor [\[see here\]](#)

FUNDING OPPORTUNITY

Cultural Facilities Grant Program

This grant aims to enhance, create, or expand the capacity of an existing building to provide cultural activities for the public. Awards range from \$1k-30k and must be matched on a 1:1 basis. Application deadline is May 2, 2023.

APPLY HERE

MODEL POLICY

Declaration of Inclusion

To date, 28% of IDEAL Vermont member municipalities have not enacted the VT Declaration of Inclusion. Learn about the Declaration and how your community can enact it, including discussion guides and supporting templates.

DECLARE IT

EDUCATIONAL OPPORTUNITY

Reduce Workplace Bias (6-minute video)

Check out this video from Just Work co-founders Kim Scott and Trier Bryant about reducing workplace bias and discrimination. Learn how to model the kind of approach and culture you want to build in your office and community, and consider sharing and discussing at your next staff meeting.

WATCH VIDEO

FOOD FOR THOUGHT

"How far you go in life depends on you being tender with the young, compassionate with the aged, sympathetic with the striving, and tolerant of the weak and the strong. Because someday in life you will have been all of these."

George Washington Carver

SOCIAL COMMENTARY



WATCH VIDEO

If the government were a pawn shop...

Jeff Wright, one of the Late Night writers, performs a skit about social concerns in a tongue-in-cheek way. The humor is at times biting, but also very thought-provoking. The issues are raised in a creative and comical way, and you'll ultimately find there's a lot to unpack and consider while watching this amusing video.

