



TOWN OF ESSEX, VERMONT

Declaration of Inclusion

The Town of Essex Selectboard hereby declares our commitment to fostering an inclusive and welcoming place for all residents, visitors, employees, and more. We recognize that people have unique experiences, perspectives and identities that shape their individuality, and it is that diversity that contributes to the richness and strength of our community. We understand that our community is best served when all residents feel included and have a sense of belonging with equitable access to town services and facilities.

To that end, The Town of Essex Selectboard condemns racism, sexism, classism, ableism, ageism, discrimination, religious intolerance, and homophobia, in all their forms. We welcome all people, regardless of ethnicity, color, religion, national origin, gender identity or sexual expression, age, or physical and/or mental capabilities, to participate in governance. We will make every effort to provide a safe and welcoming community for all.

The Selectboard understands that inclusion is not merely a statement but a continuous effort that requires active engagement and collaboration from all members of the community. We commit to regularly review our efforts and policies, engage in constructive feedback, and make adjustments as necessary to ensure that our community is welcoming, inclusive, and accessible for all.

Adopted June 26, 2023

Andrew J Watts
[Andrew J Watts \(Jul 14, 2023 22:03 EDT\)](#)

Andrew J. Watts, Chair

Kendall Chamberlin
[Kendall Chamberlin \(Jul 14, 2023 14:17 EDT\)](#)

Kendall Chamberlin, Clerk

Ethan Lawrence
[Ethan Lawrence \(Aug 4, 2023 20:06 EDT\)](#)

Ethan Lawrence

Tracey A Delphia
[Tracey A Delphia \(Jul 29, 2023 11:45 EDT\)](#)

Tracey Delphia, Vice Chair

Dawn Hill-Fleury
[Dawn Hill-Fleury \(Jul 16, 2023 22:19 EDT\)](#)

Dawn Hill - Fleury