

1 Sec. 1. DEPARTMENT OF CORRECTIONS; RACIAL EQUITY AND
2 BIAS; PLAN AND REPORT

3 (a) Findings. The General Assembly finds that:

4 (1) the State’s Department of Corrections is a department within the
5 Agency of Human Services with the stated purpose in 28 V.S.A. § 1 of
6 developing and administering a rehabilitative correctional program designed,
7 in part, to “render treatment to offenders with the goal of achieving their
8 successful return and participation as citizens of the State and community” and
9 to “foster their human dignity.”

10 (2) The Department of Corrections does not serve in a law enforcement
11 capacity but does play an important role in implementing the quality of an
12 individual’s sentence and ability for a successful return to and participation in
13 the community.

14 (3) The Department’s role is to also provide security and ensure racial
15 and social equity to employees and to persons under the custody of the
16 Commissioner.

17 (b) Intent. It is the intent of the General Assembly:

18 (1) to address systemic racism and bias to achieve racial and social
19 equity for employees of the Department of Corrections and persons under the
20 custody of the Commissioner;

21 (2) to recruit, train, and retain a diverse and high-quality workforce in
22 the Department; and

1 (3) to enhance a human services approach to the State correctional
2 program that will require the Department of Corrections to undertake a
3 thorough review and revision of its policies, administrative directives, and
4 interim procedures and memos.

5 (c) Plan. The Commissioner of Corrections shall develop a strategy and
6 long-term plan to address systemic racism, bias, and diversity and inclusion in
7 the Department of Corrections.

8 (1) The scope of the plan shall address the Department’s employment
9 practices and supervision of persons under the custody of the Commissioner
10 both in State facilities and in the community.

11 (2) The plan shall include a timeline and process for the following:

12 (A) evaluating Department hiring practices, training, supervision,
13 professional development, and competency standards to inform the basis of
14 performance evaluation and promotion of employees;

15 (B) identifying the resources and funding needed to complete the
16 plan, including upgraded technology, consultant support, and required data;
17 and

18 (C) identifying a list of stakeholders and a process for how the
19 Department will engage with the Department’s employees, the persons under
20 the custody of the Commissioner, and the broader community.

21 (d) Report. On or before January 15, 2021, the Commissioner of
22 Corrections shall submit a report on the strategy and long-term plan described
23 in subsection (c) of this section, and the timeline for the implementation of the

DOC/RACIAL EQUITY PROPOSAL
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- 1 plan, to the House Committee on Corrections and Institutions and the Senate
- 2 Committee on Judiciary.

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