

From: [Miller, Elizabeth](#)
To: [Spaulding, Jeb](#); [Noonan, Annie](#); [Markowitz, Deb](#); [Flynn, Keith](#); [Moulton, Pat](#); [Ross, Chuck](#); [Bothfeld, Diane](#); [Racine, Doug](#); [Recchia, Chris](#); [Searles, Brian](#); [Holcombe, Rebecca](#); [Donegan, Susan](#); [Duffy, Kate](#)
Subject: Fwd: VT Vision for a Multicultural FutureElizabeth Miller
Date: Monday, June 09, 2014 5:44:40 PM

As mentioned at today's cabinet meeting, below is the information you may have already received from Curtiss regarding this fall's Vermont Vision for a Multicultural Future conference. The links will tell you about sponsorship and enrollment opportunities. In the past, a few state entities have sponsored or partnered with Curtiss on this very good conference (you will see he highlights that in this communication); it is a worthwhile event for the state and its managers/leaders to attend and so I hope you will consider it this year, either as attendees or actual sponsors. Thanks. Liz

Elizabeth H. Miller
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Begin forwarded message:

From: "Curtiss Reed, Jr." <creed@vermontpartnership.org>
Date: June 8, 2014 at 7:23:41 PM EDT
To: Elizabeth Miller <Elizabeth.Miller@state.vt.us>
Subject: VT Vision for a Multicultural FutureElizabeth Miller
Reply-To: <creed@vermontpartnership.org>

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Vermont Partnership for Fairness and Diversity



The Basics

Conference dates:
November 6-7, 2014

**Early bird
registration fee:**
\$125 until
September 1st
2014, thereafter
\$150

Conference site:
Grand Summit Hotel
& Conference
Center at the Mount
Snow Resort •

June 8, 2014

This is a special communiqué for the Shumlin Administration Cabinet

"I could go on for pages about this experience but I won't. I think that the message that [Vermont Partnership] brings to the table is one that we all need to hear and talk about. This state needs to be ready for what the world is going to look like in 20 years and we have a very long way in achieving that."

Megan Smith, Commissioner
Department of Tourism & Marketing

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Dover VT

Got Questions?
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Interview](#)

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[What's Different
about Vermont
Vision?](#)

To view our
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previous two
conferences (The
Putney School and
the Mount Snow
Resort) click [here](#)
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Shifting the paradigm

Dear Elizabeth,

We argue against those within state government who describe state government as an intractable behemoth. We argue because we have evidence of the conspicuously courageous leadership of our partners in the Agency of Commerce (Department of Tourism and Marketing) and the Agency of Public Safety (Vermont State Police). Both partners, in relatively short periods of time, have shifted paradigms in ways that support the long journey ahead.

Inline



We want to explore with all agencies and departments the type of change necessary to align with Vermont's changing cultural landscape and the multicultural marketplace beyond. For this we want your involvement as partners in the *3rd Annual Vermont Vision for a Multicultural Conference*.

According to the United States Census Bureau, by the year 2042 the United States will become a "majority minority" nation. Births of children of color now outnumber white children for the first time since European settlers outnumbered Native Americans in the 1800s. Closer to home minorities accounted for 59% of Vermont's population growth in the 2010 census.

These trends are relevant to Vermonters and will greatly impact our state's next generations. These demographic shifts will bring with them pressures for change in long-held social mores and expectations. Shifting state demographics have created a higher awareness of the need for fair and welcoming communities in Vermont, as well as an urgency for creating opportunities to celebrate diversity! And shifting regional and national demographics have created unexplored economic opportunities for Vermont in the multicultural marketplace.

For example, Vermont Partnership and Omega Optical, Inc. are working to bring a satellite campus of a Historically Black College or University (HBCU) to Vermont that would focus on science, technology, engineering, and mathematics (STEM). The inevitable convergence of the demographic shift and climate change 25 years from now requires our immediate attention. Variables in the calculus for a sustainable, thriving future must include, among others,

- embracing cultural tourism and convention marketing to the multicultural marketplace to offset revenue losses from tourists heading to Canada to enjoy foliage season;
- attracting the emerging majority of diverse populations with Green Economy STEM backgrounds and entrepreneurial skills to Vermont;
- securing Vermont as a safe destination for residents and visitors of color as perceived by these groups; and
- a world class educational system perceived by the emerging majority as diverse, inclusive, and equitable

Again, we want to explore with all agencies and departments the type of change necessary to align with Vermont's changing cultural landscape and the multicultural marketplace beyond. Give us a call or click here to continue the conversation and to lend your support for a sustainable, thriving future for all Vermonters.

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"LineSync Architecture feels the Vermont Vision for a Multicultural Future conferences are vital for the health of Vermont's business community. Issues of inclusion affect the workplace in a myriad of ways. Vermont Partnership assists the business community, as well as Vermont at large, in creating a positive work environment for all Vermonters."

Inline



Julie Lineberger, Owner
LineSync Architecture

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An initiative of the Vermont Partnership for Fairness and Diversity.



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