

(d) The reporting system shall define outcomes for major programs and annually report these outcomes and delineate strategies to measure outcomes when information is not yet available to measure the effectiveness of particular programs.

(e) The division shall publish the first monthly report not later than November 1, 2006.

(f) The division shall publish the first annual outcome report not later than January 1, 2007, and shall publish an annual outcome report not later than February fifteenth of each year thereafter. Such report may be included as part of the report submitted under section 4-68p.

**APPENDIX IV – Current State of Data and Data Flows Regarding Racially-Relevant Data among Various State Agencies in Vermont.**

The following chart, created by Kristin McClure of the Agency of Digital Services, were created as a result of meetings held with the RDAP Subcommittee and with IT officers in various State agencies handling racially-relevant data. These meetings were held between late August and early September of 2020. The complexity not merely of the data but further and even more strikingly of their flows is manifest. It also points to the need for a body such as the one proposed in this report to collect, *co-ordinate*, and analyze such data. It should further be noted that these charts represent a picture of the data flows in September of 2020, and likely do not presently represent what is a changing and fluid situation.

**High Level Data Flow – CURRENT STATE**

