



Office of the Vermont Attorney General
Statement on Diversity, Equity, and Inclusion

The Vermont Attorney General's Office (AGO) is committed to advancing diversity, equity, and inclusion in its workforce and its service of the public. This ongoing commitment is integral to our [mission](#) and our dedication to the delivery of justice in Vermont. It is consistent with the [oath](#) take to do equal right and justice to all persons, to the best of their judgment and ability, according to law.

In its workforce, the AGO embraces individuality and works to create a culture of belonging. We are dedicated to diversity, equity, and inclusion workplace initiatives in all areas, including recruitment, hiring, retention, promotion, training, mentorship, and education.

In its service of the public, the AGO aims to interpret, apply, and enforce the law fairly and equitably. We strive to eliminate barriers to accessing justice, especially for those who have been historically marginalized. We work to advance equal justice under the law.

Definitions provided by the Vermont Office of Racial Equity

Diversity means the state of having differences among people in a group. These differences may span one or more of the following attributes: age, class, ethnicity, gender identity, gender expression, health, physical and mental ability, race, sexual orientation, religion, physical size, education level, occupation, personality traits, or other human differences. Some describe organizational diversity as social heterogeneity.

Equity means the condition that would be achieved when a person's race or other demographic group membership is no longer predictive of that person's life outcomes. Equity includes not only providing additional supports to accommodate the unique needs of different people, but also removing barriers that create disparities. This dual approach makes equity a fairer and more just goal than "equality." Equality is the condition that would be achieved when everyone is treated the same, no matter the unique needs or barriers they face.

Inclusion means authentically bringing historically excluded people and/or groups into processes, activities, and decision-making in ways that share power. Inclusion means that everyone is visible, heard, engaged, and considered.