

TOWN OF WILLISTON, VERMONT

Town Values Policy

Adopted: November 1, 2022

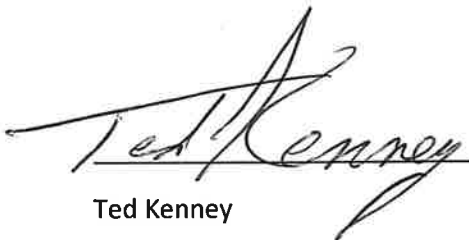
Williston Selectboard



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I. Purpose.

The Town of Williston Selectboard sets these values as the foundations for public service and governance for the community. They are intended to serve as a guide for policymaking and Town operations.

II. Williston Town Values

2.1 Honesty & Integrity

2.1.1 All actions shall be undertaken using the highest ethical and moral standards.

2.2 Commitment to Diversity, Equity, Inclusion & Anti-Racism

2.2.1 Diversity: Differences of all kinds and a diversity of people contribute to a stronger, healthier and more vibrant community where all are celebrated and valued. Williston encourages and embraces diversity in all aspects of community life and civic engagement.

2.2.2 Equity: Every decision made from a governance and operational standpoint will be fair and impartial by consistently reviewing and redefining town policies and procedures. Decisions and actions will be made with the awareness of what each community member needs, recognizing and owning that some may require more than others.

2.2.3 Inclusion: Williston is committed to identifying and eliminating barriers that limit community engagement by creating equal opportunity and access for all, regardless of race, class, gender, gender identity, sexual orientation, religious affiliation, political views, age, ability, identity or background status. All town programming, volunteer and engagement opportunities, leadership positions and community spaces will be open and accessible to all.

2.2.4 Anti-Racism: Williston acknowledges that racism exists. Williston is committed to identifying, addressing and eliminating policies and procedures that have contributed to institutional and structural racism. Williston will address this harm through education, community engagement and restorative actions.

2.3 Safe & Supportive Work Environment

2.3.1 A safe and healthy work environment will be maintained, with a focus on employee well-being and professional satisfaction in a supportive manner.

2.4 Accountable & Transparent Decision Making

2.4.1 Decisions shall be made and services delivered for the public good with the best interests and intentions of the community in mind.

2.5 Responsible Governance

2.5.1 Resources (financial, energy, supplies, equipment, protected land, etc.) shall be used in a responsible, efficient manner.

2.6 Excellence and Innovation

2.6.1 Innovation and creative problem solving are encouraged as a means of striving for excellence and serving as a resilient and pragmatic government.

III. Evaluation

3.1 The Town will review these value statements annually and consider any amendments that it deems pertinent.

3.2 The Town will work to evaluate its work in upholding its values, and endeavor to develop an evaluation methodology to utilize and refine as necessary.