

## Happy New Year!

I am excited to announce that with the New Year the Commission will bring you a monthly newsletter on topics of interest including discrimination in housing, public accommodations and employment; initiatives the Commission is undertaking to educate Vermonter's about discrimination; enforcement outcomes; current events; trainings; and legislative initiatives. I hope you will find this to be a useful resource and appreciate any feedback you may have for us. - Karen Richards

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*“The only difference between man and man all the world over is one of degree, and not of kind, even as there is between trees of the same species. Where in is the cause for anger, envy or discrimination?”*

- Mahatma Gandhi

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## Unconscious Bias

We all have it. This is so despite conscious beliefs to the contrary. Unfortunately, these unconscious biases affect our perceptions and behaviors towards others in very destructive ways. Test your own implicit biases by clicking on the links in the accompanying article.

If you want to learn more about unconscious bias, contact the HRC for information about training for your staff or community.

Here's what one participant said after attending the Unconscious Bias training:

"Thank you again for coming in to present your Anti-Bias training. I really found it so interesting and thought provoking. I shared what I learned with my husband and daughter when I got home and it spurred some great conversations that went throughout the weekend." - Housing Provider



## Unconscious Bias

Unconscious or implicit bias is mentioned more and more in articles about issues of race and gender. Study after study confirms the prevalence of unconscious bias and its effect on all aspects of our everyday decision-making. These unconscious biases can lead to discrimination in hiring, promotion, pay rates, housing opportunities and access to goods and services just to name a few.

Test your own unconscious biases by clicking on one of these links:

<http://www.understandingprejudice.org/iat/racframe.htm>

<http://www.tolerance.org/hiddenbias>

The HRC provides training and education on civil rights issues. A course on implicit/unconscious bias is helping Vermonters develop a better understanding of why issues of discrimination continue to exist despite conscious beliefs to the contrary and provides strategies for counteracting our unconscious bias so that we can begin to change the dynamic.

For more information, contact us at [human.rights@vermont.gov](mailto:human.rights@vermont.gov)

## RSS Feed, How Do I Sign Up?

We all sometimes get inundated with emails and information so I'm happy to announce the option of signing up for this Newsletter by simply subscribing to the RSS Feed allowing you to easily stay informed, save time and ensure your privacy.

Here's How:

To Subscribe to Favorites with Internet Explorer:

- ◆ Go to our website at [hrc.vermont.gov](http://hrc.vermont.gov)
- ◆ From the homepage select "Human Rights Commission News" located to the upper right on page
- ◆ Place cursor over  and select
- ◆ Place cursor over  icon located below text
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- ◆ Place cursor over  and select
- ◆ Place cursor over  icon located below text
- ◆ In drop-down box to the right of "subscribe to this feed using", select your preference.
- ◆ After selecting your preference select "subscribe now"
- ◆ You have now subscribed! If you have selected your Outlook, or other email account, you will receive the newsletters automatically in your email. If you selected favorites, your web browser will automatically check for updates and all you have to do is check your web favorites for the newsletter.

## Contact Us

**Vermont Human Rights Commission**  
14-16 Baldwin Street  
Montpelier, VT 05633-6301

Phone: 802.828.1625

800.416.2010

Fax: 802.828.2481

Email: [human.rights@vermont.gov](mailto:human.rights@vermont.gov)

Visit us on the web at [hrc.vermont.gov](http://hrc.vermont.gov)