

**Diversity, Equity and Inclusion Mission Statement**  
**Office of the Federal Public Defender, District of Vermont**

Promoting DEI:

The Office of the Federal Public Defender (the “Office”) is committed to actively furthering our collective understanding of how diversity, equity, and inclusion (“DEI”) can support all employees in their work. We recognize this commitment is the responsibility of all employees of the Office and no one person is an expert. Our goal is to ensure that all members of the Office, and those who the Office represents, are welcome and valued equally regardless of age, disability, cultural background, ethnicity, faith, sex, gender expression, gender identity, socio-economic status, national origin, race or sexual orientation. The Office believes a diverse, equitable, inclusive workplace makes us more powerful advocates for justice.

Creation of a DEI Committee:

To support the foregoing goal, the Office has elected to create a DEI Committee (the “Committee”). The Committee will ensure that there is regular review of how DEI principles are (or are not) implemented at the Office. The Committee will prioritize the examination of the Office’s internal culture but recognize there is work to be done within the broader federal criminal justice system in the District of Vermont.

The DEI Committee:

The Committee shall be made up of at least three members. The initial three members of the Committee, whose terms began on July 1, 2023, are Chloe Junge, Brooke Stellman and Steve Barth (the “Initial Committee”). Moving forward, Committee members will be chosen on a voluntary basis. However, each employee is encouraged to volunteer.

The Committee shall meet on a quarterly basis—once every three months as time permits.

Each Committee member shall serve for a period of one year beginning on the date of that member’s attendance to the first Committee meeting of that member’s service period. The three Initial Committee members shall serve twelve (Chloe Junge), sixteen (Brooke Stellman) and twenty months (Steve Barth). This will permit new Committee members to join the Committee on a staggered four-month basis. Staggering membership on the Committee will maintain a continuity of ideas while allowing an overlap of differing viewpoints.

The DEI Committee's Work:


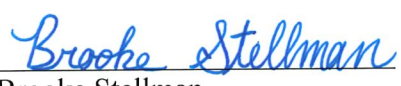
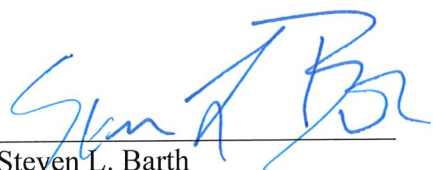

At Committee meetings, Committee members will discuss the current state of DEI in the Office as well as ways to better promote principles of DEI. In this vein, the Committee will plan and implement at least two Office-wide DEI presentations per year. A presentation may or may not be presented by a person or group from outside of the Office and may include an Office-wide round-table discussion initiated by the Committee. Presentations will be aimed at promoting and providing education about DEI principles.

Committee meetings will also discuss possible DEI projects. Such projects may include recommending internal policies to the Federal Public Defender and prompting Office discussions through shared DEI resources.

Amendments to the Mission Statement:

Because the Initial Committee recognizes that understanding and promoting DEI principles is an evolving endeavor, the Committee may amend this Mission Statement upon majority agreement of the Committee and approval of the Federal Defender.

August 22, 2024

<p><u>Initial Committee Members:</u></p> <p> Chloe Junge</p> <p> Brooke Stellman</p> <p> Steven L. Barth</p>	<p><u>Federal Public Defender:</u></p> <p> Michael L. Desautels Federal Public Defender District of Vermont</p>
---	---