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# Diversity and Inclusion

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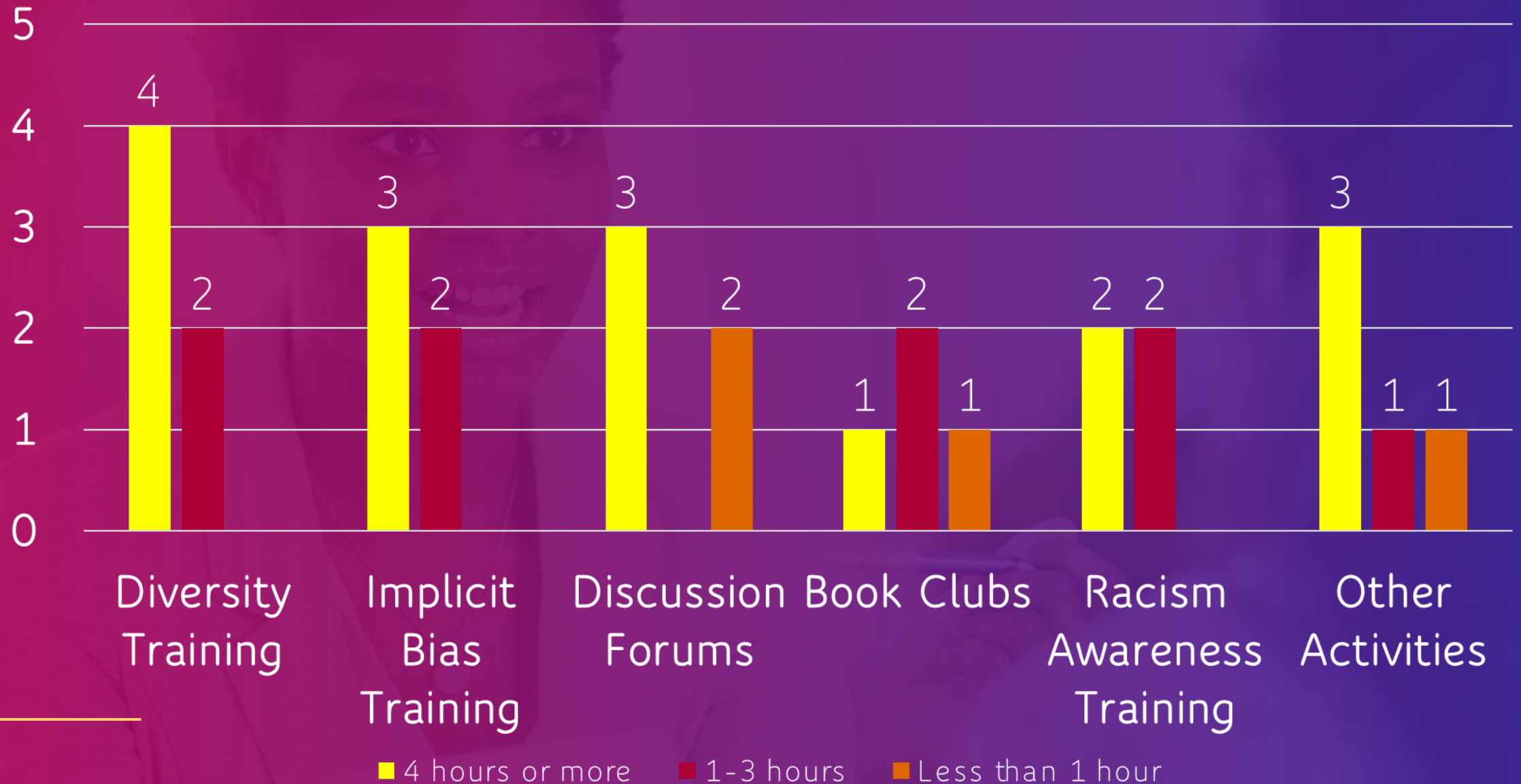
Quick Survey Results

# Quick Survey Respondents

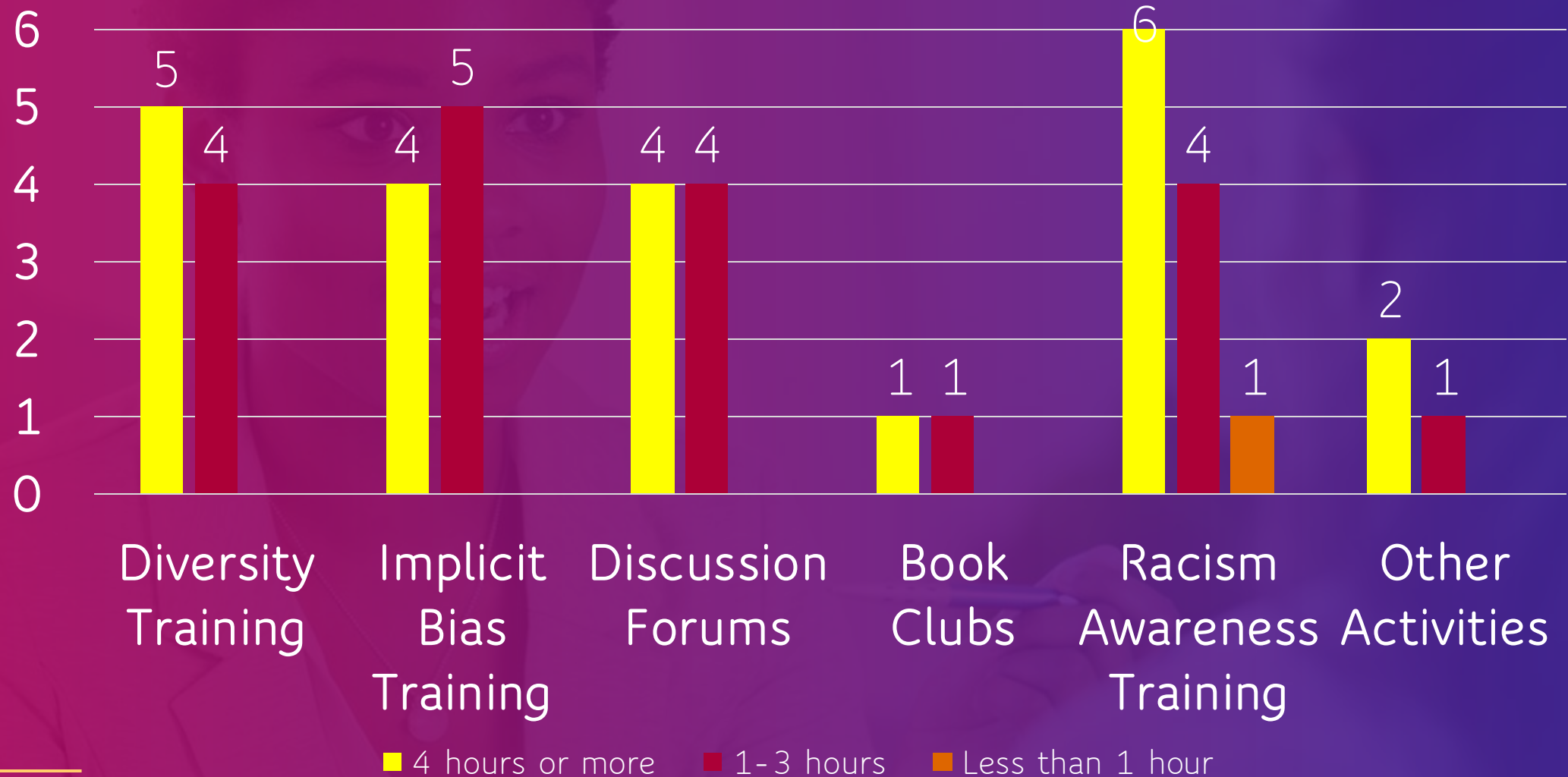
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- 14 Respondents
- Mixture of Municipalities
  - 6 Small
  - 4 Medium
  - 3 Large
  - 1 City

# Municipal Employees - Last 12 Months



# Municipal Employees - Planned in the Next 12 Months



# Comments

- The Mansfield Public library and the Youth Services area of the Human Services Department has held a number of activities about this various topics.
- Began Community Conversations with residents; Board of Education and town hired consultant to facilitate training on implicit bias training; attended multiple trainings, including Sustainable CT trainings on Diversity and Inclusion; library promoted additional readings related to racism, equity and inclusion. ... I believe approximately 45 employees have participated to date in some level of training.
- "all FT and PT employees (230 +/-) attended implicit bias training and diversity / cultural awareness training"
- entire staff went to several sessions both on line and in person. employees also serve on diversity committee.
- "All employees DEI/ Racism awareness, Community forums/ Community collaborative committee, Library reading list, Discussions at BOD meetings, Staff meetings with interest groups. Town/School leadership regular meetings to discuss, adapt performance measures to quantify racism as a public health issue etcIBT is for Police (23% of workforce)"
- Conducted DEI discussion with leadership team.
- Entire staff participated, consultant lead training

# Community and General Public Activities

- An online Zoom forum on diversity and inclusion.
- The Board of Selectmen have taken action to establish a Steering Committee on Racial Justice and Equity.
- Supported an initiative initiated by two high school students for a peaceful demonstration after the George Floyd death. Over a two hour time-frame, residents were able to share their story and to get information
- "The Board of Selectmen made a joint statement in June following the death of George Floyd: [https://www.simsbury-ct.gov/sites/g/files/vyhlf1216/f/news/6-8-20\\_fsr\\_tmr\\_0.pdf](https://www.simsbury-ct.gov/sites/g/files/vyhlf1216/f/news/6-8-20_fsr_tmr_0.pdf). The Board also created the SPIRIT Council in September 2019, which is intended to foster awareness, action, and a community where all voices are welcome. SPIRIT hosts monthly discussions titled "Simsbury Let's Talk" where a variety of topics related to race, diversity and inclusion are discussed. The SPIRIT Council hung a banner over a major roadway in town indicating its efforts to "'bury'" discrimination, bias, racism, and prejudice. In September 2020, the Board of Selectmen unanimously endorsed a resolution declaring racism a public health crisis. Additionally the Board of Selectmen and Police Commission have begun to review policies and procedures of the Simsbury Police Department. "

# Community and General Public Activities - continued

- Municipality established in January 2020 a Human Rights Commission to begin to address these issues for the community and general public which will be inclusive with Town employees.
- Please see above. In addition, the town created the Social Justice Coalition - a community-wide, facilitated dialogue. HR has begun reviewing internal hiring policies to address methods by which we review/hire candidates.
- "Human Relations Commission has held its annual 'One Book One Windsor'" program with the topic being race relations. Town Manager and Police Chief held community listening session. Town Council adopted Resolution Declaring Racism as a Public Health Crisis"
- DEI offered to the public along with Department and division heads, Community collaborative is a group of residents staffed by the town's DEI coordinator. Police shooting has lead to great deal of discussion in many forums from BOD to protests weekly - Results in multiple levels of engagement on issues of race
- Police Chief and Town Manager have led community discussions regarding town's efforts to promote positive community/police relations and to address systemic racism.

# Planned Activities

- Given the current pandemic holding community and general public activities is challenging. Hopefully this situation will change over the next 12 months allowing these types of activities to take place.
- We have additional community conversations scheduled through the Social Justice Coalition. Next three topics are: Setting the Stage: Let's Have a Courageous Conversation; Our Town, Our Commitment: Setting Priorities; Our Collective Responsibility: Social Justice in Wethersfield
- "Develop and execute action plan for Council adopted Resolution Declaring Racism as a Public Health Crisis  
Police Dept will be holding community outreach activities  
All Police Dept staff will be attending 8 hours of DEI training by Dec 2020. All town staff will be attending implicit bias training sessions as well as race awareness training by Feb 1 2021 "
- Build on what employee base has accomplished with follow on round of "trainings". Create annual performance report on service levels as they relate to race and ethnicity, continuation of this years activities/efforts



# Planned Activities

- We hope to open up our diversity training to the public when we run the session for Town employees.
- I will be encouraging staff to participate in CCM Eastern Connecticut on Racial Equity Forum on Wednesday October 28th from 6:30 to 8:00 pm
- We are in the process of establishing a charge and timeline and recruiting members for a Steering Committee on Racial Justice and Equity.
- Conducting a town wide virtual discussion on race on November 12, 2020 with a paid facilitator. She is a specialist in inclusion and is well known in the area.
- The SPIRIT Council will continue to host monthly discussions on topics related to diversity, race, religion, and culture. The Council will also partner with other community organizations and work on collecting data to track progress related to diversity, equity, and inclusion goals.
- Police Chief and Town Manager to continue community conversations.
- All staff, 2 day zoom meetings on racism awareness



**THANK YOU!**

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