

Ad Hoc Committee for Diversity and Inclusion

Charge: Design and develop the structure and a charge for a formal commission on diversity and inclusion.

The committee identified areas to address

These areas include: housing, transportation, elderly, youth, education, law enforcement, religion, LGBTQ+, physical and mental health, racial and ethnic diversity, employment, and economic development.

The committee interviewed the following:

Shannon Ramsby, Director of Human Resources, Town of Colchester and Colchester Board of Education

- 1) Formulate an Affirmative Action plan since Colchester doesn't have one
- 2) Expand our advertising channels: Middletown, Hartford, and New Britain are in our market, let's advertise here
- 3) Expand the on-boarding training of new employees to include diversity training
- 4) Conduct exit interviews: why do people leave?

Chuck Maynard, President Colchester Business Association

- 1) CBA has no involvement in recruiting businesses, works with businesses as a resource

Are there publications to promote diverse business owners/businesses?

Matt Bordeaux, Colchester Town Planner

- 1) Build a relationship with CBA
incentivize businesses to come...support and promote businesses
- 2) Pedestrian connectivity improvement program
improve the Town Green: benches, lighting, new bus shelter, pedestrian, and bicycle connectivity

- 3) Encourage "all walks of life" (Matt's words) to engage in the community
- 4) Make permitting process easier

Matt spoke about various programs:

CTIP (Colchester Tax Incentive Program)

CPACE - administered by CT Green Bank, deals with utilities/energy efficiency

SECTER (Southeast CT Enterprise Region)

- 5) Colchester needs to have an Affordable Housing Plan by 2022

James Stavola, Chair Colchester Police Commission

- 1) Need more training regarding implicit bias
- 2) More clear-cut policy on use of force, de-escalation, more community policing

Patty Watts, Director Colchester Senior Center

- 1) Age and disability factor into diversity and inclusion
- 2) The membership of the Senior Center has grown in the last 7 years; we could use more senior housing in Colchester

Committee began to work on the charge for the commission

Committee discussed structure of permanent commission and decided on the number of members

This Diversity, Equity, and Inclusion permanent commission is an advisory group for the town of Colchester. The commission will consist of 7 permanent members and 2 alternates. Citizens will apply to be part of the commission and will be appointed by the Board of Selectmen.

Worked on a name for the commission

CORE:

Colchester's

Openness to

Respecting

Equity

Why does the committee recommend the town move forward a formal commission?

The ad hoc committee sees the commission as an opportunity for Colchester to discover, bridge, support and celebrate the diversity within our community, where all voices are welcome.

Complete/present the charge