



Town of Colchester, Connecticut

127 Norwich Avenue, Colchester, Connecticut 06415

Mary Bylone, First Selectman

Ad Hoc Committee for Diversity & Inclusion Minutes

Tuesday, November 22, 2020 at 6 p.m.

Via Zoom

Members Present: Denise Turner, Isaiah Stewart, Joanne Rose, Roberta Avery,

Lisa Johnson, Denise Mizla, Joanne Philips, Rev. Lauren Lorincz,

Shannon Ramsby, Director of Human Resources and Chuck Maynard,

President of the Colchester Business Association.

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TOWN CLERK
Stacey Schweighoffer

1. Call to Order – Denise Turner called the meeting to order at 6:05 pm
2. Additions or deletions to the agenda – None
3. Citizens Comments – None
4. Approval of Minutes from October 27, 2020 meeting – D. Mizla motioned to approve, seconded by I. Stewart. Vote was unanimous, motion carried.
5. Discussion with Shannon Ramsby, Director of Human Resources – S. Ramsby discussed Affirmative Action and that the town currently has no formal plan in place. Developing a plan would establish goals for recruitment of new employees. The topic of race in the employment process was also discussed. Shannon outlined the current onboarding process for new staff and discussed his desired changes to the process.
6. Discussion with Chuck Maynard, President of the Colchester Business Association – C. Maynard explained the current role of the CBA as a resource for existing businesses in Colchester. There was a discussion about new businesses coming to town and the ways different types of businesses could help enhance diversity of Colchester's workforce.
7. Discussion and possible action on the structure of the Diversity and Inclusion Commission – D. Turner went over the areas the commission will focus on as developed in the previous meeting. During the next meeting the structure will be defined and prepared for presentation to the Board of Selectman.
8. Citizens Comments – None
9. Next Steps – Patty Watts, Senior Center will attend the December meeting. Matt Bordeaux, Town Planner will be contacted to attend a meeting to discuss Planning and Zoning topics. Town Law Enforcement will be invited to attend discussions as well.
10. Next Meeting – Tuesday, December 22, 2020 at 6 pm via Zoom.
11. Adjourn – R. Avery motioned to adjourn, seconded by L. Lorincz. Vote was unanimous, motion carried. Meeting adjourned at 7:15 pm.

Submitted By,

Stacey Schweighoffer, Clerk