TOWN OF BOLTON
DIVERSITY COMMISSION
December 21, 2021 - MINUTES

The Diversity Commission met on December, 2021 with the Chair Amanda Gordon presiding. Also, in attendance were: Vice Chair Kawan Gordon, Cheryl Udin, , Jennifer Cyr, John Toomey, Rhea Klein and Paula Meyers. First Selectman Pam Sawyer was also in attendance.

1. **Call To Order** A. Gordon called the meeting to order at 7:02 p.m.

2. **Introductions**
New member Anne Decker was introduced. Other board members introduced themselves. First Selectman Pam Sawyer introduced herself

3. **Approval of Minutes - 11/10/21**
    a. Motion: I move that we accept the minutes of 11/10/21 meeting
    By: Cheryl Udin   Seconded: Kawan Gordon
    Voting: For: Unanimous 7 in favor
    Against: None
    Abstained: Anne Decker

4. **Commission Business - Ethics and Swearing In**
a. A. Gordon reminded anyone who has not previously served on a board to go in and sign ethics form. And get sworn in, if haven't already done so.
b. J.Toomey thought perhaps sexual harassment training and FOI training is require as well.
c. A. Gordon will check if that is available/ required. Will confirm if any other commission members need to sign the ethics paperwork.

5. **Establish Group Norms/ Values**
    a. A. Gordon – kicked off discussion on how this group expects to interact with each other given the unique nature of the work this group is tasked with doing.

    i. K. Gordon- Have Respect, Actively Listen and entertain thoughts and opinions even if different
    ii. A. Decker - Understand that we are all coming with vulnerabilities and be open to learning.
    iii. J. Toomey – indiated he would contract Whethersfield Human Rights commission to see what they have done. Might be useful to discuss the mission statement of the group.
    iv. A. Gordon –Mission statements falls under next agenda item related to the charge of the commission. Other group norms to agree to might be commit to being open and honest and not get defensive and come to the table with authenticity.
    v. A. Decker - Be interested in learning and open to listening and good discussions and participation and learning: i.e. open mindedness. All coming from various places of privilege depending on our identities.
    vi. P. Sawyer- reiteration of active listening, integrity.

6. Review Charge of the Commission.

a. A. Gordon- reading off sections of the Resolution from the January 4, 2021 meeting. Unclear what capacity for action this committee has without express permission from the Board of Selectman as it is written to be an "advisory body reporting to the Board of Selectmen." Reminder that the committee is choosing to adopt a broad, "inclusive" definition of Diversity.

b. J. Toomey- can P. Sawyer provide any type of clarification on this?

c. P. Sawyer clarified that this is an advisory group to bring data to the BOS for the BOS to review regarding areas of concern in town.

    i. A question was asked if we can survey, do community outreach, etc. Pam will clarify with the BOS, but believes that would be the case.

    ii. A. Gordon-Read a mission statement taken from other municipal diversity commissions: "*Serve as a resource for City government and the community by providing information, education, and communication that facilitates a better understanding and celebrates our differences.*" Questions if we want to seek permission from BOS to establish a similar mission statement for our commission.

    iii. P. Sawyer- cannot speak on behalf of the whole BOS. Suggestion that Amanda as chair present to the BOS about the types of activities the committee wishes to undertake to see if the BOS approves.

    iv. K. Gordon suggested that we include "making recommendations" action items be included in the advisory role.

7. Review of Research from CT Data Collaborative.

a. A. Gordon put together some resources (listed below) that were reviewed and provided a bulleted summary of some of the data.

i. 2021 Town Profile - Bolton
1. Population is slightly older than the state average
2. Median income is about 30K More than the state median, poverty rate is 5% less
3. Less racially diverse than the rest of the state 1% black (10%), 2% Asian (4%), 8% Hispanic (16%) 89% white (67%)- *State average in parentheses*
4. Slightly more people with secondary degrees
5. Housing stock is much more owner occupied and detached homes.
6. Rent is lower than state average
7. Our Property Tax Revenue per capita is 116% of state average while our debt per capital is 89% of state avg.
8. Bolton has less people without access to a car
9. Bolton has less people without access to internet

ii. How Diverse Is Connecticut?
1. Higher diversity index = more racially diverse population
2. U.S. = 61%, CT = 56%, (increased 10% from 2010-2020), Bolton = 25% (increased 12% from 2010-2020)
3. Bolton is slightly higher than Andover and Coventry and saw a slightly larger increase, but lower than Vernon (48%) and Manchester (66%).

iii. ESSENTIAL EQUITY: Women, Covid-19 and Rebuilding CT
   1. Outlines the disparate impact COVID has had on women and children.

   b. A. Gordon- asked for initial responses to the data.
   c. J. Toomey- has anyone looked at the data on Police stops? Might be good to ask our State Trooper to come present on this to the Committee. Offered to reach out to him and see if this was possible.
      i. A. Gordon- data for each stop include nature of the stop and race is available. Did try to analyze the data for stops in Bolton to see if stops for "people of color" were disproportionate to the percentage of "people in color" in town but unsure how to account for out of town drivers coming through town.
   d. P. Meyers- suggested that the data showing 12% people of "non-white" people equating to 600 people was higher than anticipated
   e. A. Gordon- clarified the percentage may be lower because ethnicity of any race was presented so people who identify as Black, Asian, or other non-white race may be the same person who identifies as Latinx.

   8. Brainstorming of Commission Activities
      a. A. Gordon kicked off a conversation about activities the Diversity Commission may want to engage in that would fall in line with the charge from the Board of Selectmen. The following were discussed as possibilities with the intent of them being summarized and brought to the Board of Selectmen for approval before implementation.
         i. Survey-
            1. Would need to figure out who to ask, what to ask. Need for multiple, diverse perspectives.
            2. Goal of identifying issues around diversity and inclusion that already exist in town
            3. J. Toomey- suggested some of the Facebook Pages, such as Bolton Anti-Racism might include some examples that residents may be willing to talk about further.
         ii. J. Cyr -Bringing Awareness to bullying in school system, - issues of inclusion start at a young age in school – have an event at school
            a. R. Klein to ask BOE what they are doing currently
            b. School systems look at ways to measure "the climate" so data may already exist.
         iii. R. Klein - Celebration of Diversity in Bolton- Events that bring people together
         iv. Would it be possible to have a student Representative on this committee?
            1. Are there existing clubs at Bolton High School that would align with the purpose of this commission?
         v. J. Toomey- Use CVC similar to how "Bolton Living History" interviews were done for willing participants to share their family histories
            1. Could tweak the model with a focus on issues related to Diversity/ Cultures
         vi. Diversity training for Educators – to help teachers recognize issues before they arise.
            1. R. Klein to ask what is already required and how often. Does it just address race, or diversity more broadly?
         vii. Diversity training for Town employees/commissions

1. Does this currently happen? What does it include? How often does it take place?
                2. P. Sawyer offered to ask if Town employees must do this.
        viii. A. Gordon - Book Club and/or diversity section in Bentley Library
                1. J. Toomey- think they already do this during special "history month"
                2. A. Gordon- this in and of itself may be a point of advocacy for the committee to advocate that "diverse" authors, resources, etc. are highlighted ALL year and not during just special times of the year.
        ix. A. Gordon – could also consider a Film series for those who prefer that to reading
                1. Could pull together resource list for all kinds of mediums that would be available/ promoted to residents (recommended books, films, etc)
        x. J. Cyr- could highlight town businesses that are female owned, minority owned, etc.
        xi. A. Gordon -Approach needs to be "local" to emphasize this is people we know. This isn't necessarily about "change" but rather acknowledging and appreciating the Diversity that already exitsts in Bolton
        xii. Tap into the senior population and have them tell their stories.
                1. Seniors have unique issues- transportation, technology, internet, etc.

9.   **Discussion on Fundraising.**
        a. A. Gordon- tabled until a later date due to time.

1.   **Summary of Assigned Tasks.**
        a. A. Gordon - provided a summary of next steps
                i. J. Toomey to ask Resident Trooper about presenting on data about police stops
                ii. R. Klein to follow up with the Board of Ed on the above questions the committee had
                iii. P. Sawyer to follow up with Town employee's about diversity training
                iv. A. Gordon to follow up with town clerk about Ethics acknowledgements and other trainings required for commission members.
                v. A. Gordon – asked if committee preferred her to present to BOS in January with a broad list of potential projects or to wait until the committee had a more fully fleshed out list of actions.
                        1. Consensus was due to the one-year timeframe for this commission that presenting in January would be best so that the work could be started.
                        2. P. Sawyer to include Diversity Commission in the January 2022 BOS agenda.
        b. A. Decker – Do we have a working definition of Diversity? This would be helpful
                i. K. Gordon- would be useful to have working definitions of other related terms such as "implicit bias" and "prejudice"
                ii. A. Gordon offered to pull together a definition for review for the next meeting
        c. J. Toomey- Connecticut Conference of Municipalities is conducting a webinar on Assessing Community Well Being and equity- should be free to all members of any member town commission.
                i. A. Gordon to forward the registration link to committee members who wish to attend.

11. Discussion of Future meetings
a. A. Gordon- due to COVID, proposing that the meetings continue to be virtual
b. Next meeting is scheduled for January 18, 2022 at 7:00 p.m

12. Adjournment
    a. A. Gordon – having come to the end of the agenda will entertain a motion to adjourn.
    b. Motion: I move that to adjourn the meeting
            By: John Toomey   Seconded: Cheryl Udin
            Voting: For: Unanimous 8 in favor
            Against: None
            Abstained: None.
    c. Meeting adjourned at 8:30 pm.

Respectfully Submitted:

Paula Meyers and Amanda Gordon

Please see minutes of subsequent meetings for corrections to these minutes and any corrections hereto.

BOLTON
2021 EQUITY PROFILE

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BOLTON
2021 EQUITY PROFILE

CONTENTS

EXECUTIVE SUMMARY

Throughout most of the measures in this report, there are important differences by race/ethnicity and neighborhood that reflect differences in access to resources and other health-related social needs. Wherever possible, data will be presented with racial/ethnic breakdowns. Data for white, Black, Asian, and other populations represent non-Hispanic members of each racial group.

- Bolton is a town of **4,858 residents**, **14 percent** of whom are people of color. The town's population has decreased by **2.4 percent** since 2010.

- Of the town's **1,821 households**, **91 percent** are homeowner households.

- **Twenty-six percent** of Bolton's households are cost-burdened, meaning they spend at least 30 percent of their total income on housing costs.

- **Ninety-one percent** of public high school seniors in the Bolton School District graduated within four years in 2019.

- Among the town's adults ages 25 and up, **44 percent** have earned a bachelor's degree or higher.

- Bolton is home to **1,309 jobs**, with the largest share in the Manufacturing sector.

- Bolton's average life expectancy is **80.9 years**.

- **Sixty percent** of adults in Greater Hartford say they are in excellent or very good health.

- **Eighty-two percent** of adults in Greater Hartford are satisfied with their area, and **52 percent** say their local government is responsive to residents' needs.

- In the 2020 presidential election, **89 percent** of registered voters in Bolton voted.

- **Fifty-eight percent** of adults in Greater Hartford report having stores, banks, and other locations in walking distance of their home, and **69 percent** say there are safe sidewalks and crosswalks in their neighborhood.

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OVERVIEW

For the purposes of this report, Bolton will be compared to Connecticut as a whole, as well as to the towns in Tolland County. In addition, data are presented for Greater Hartford where sample sizes are otherwise small.

FIGURE 1: STUDY AREA

Bolton
Tolland County
Greater Hartford
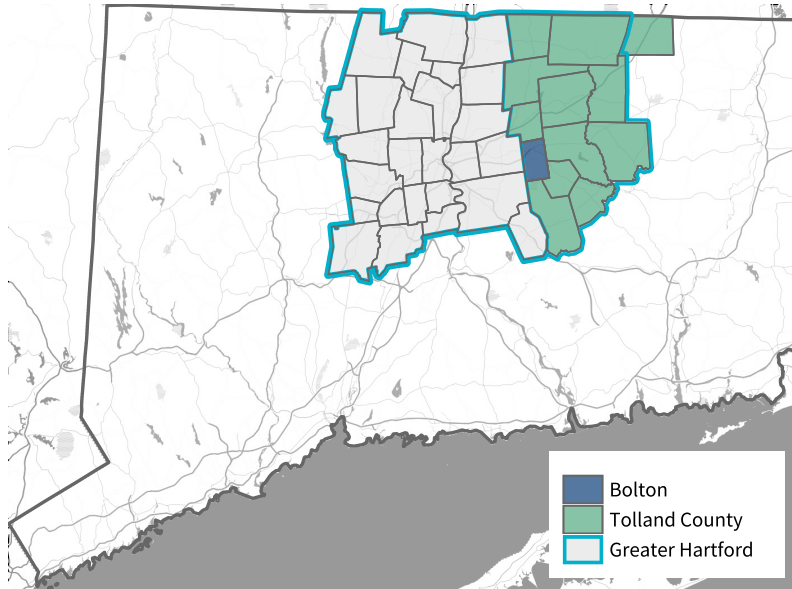
Tolland County is made up of the following towns:
Andover, Bolton, Columbia, Coventry, Ellington, Hebron, Mansfield, Somers, Stafford, Tolland, Union, Vernon, and Willington

Greater Hartford is made up of the following towns:
Andover, Avon, Berlin, Bloomfield, Bolton, Canton, Columbia, Coventry, East Granby, East Hartford, East Windsor, Ellington, Enfield, Farmington, Glastonbury, Granby, Hartford, Hebron, Manchester, Mansfield, Marlborough, New Britain, Newington, Plainville, Rocky Hill, Simsbury, Somers, South Windsor, Southington, Stafford, Suffield, Tolland, Vernon, West Hartford, Wethersfield, Willington, Windsor, and Windsor Locks

TABLE 1: ABOUT THE AREA

| Indicator	Connecticut	Tolland County	Bolton
Total population	3,605,944	149,788	4,858
Total households	1,370,746	55,683	1,821
Homeownership rate	66%	72%	91%
Housing cost burden rate	36%	29%	26%
Adults with less than a high school diploma	9%	5%	6%
Median household income	$78,444	$87,069	$105,772
Poverty rate	10%	7%	5%
Life expectancy (years)	80.3	81.1	80.9
Adults w/o health insurance	10%	8%	6%

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DEMOGRAPHICS

As of 2020, the population of Bolton is 4,858, including 956 children and 3,902 adults. Fourteen percent of Bolton's residents are people of color, compared to 37 percent of the residents statewide.

TABLE 2: POPULATION BY RACE/ETHNICITY, 2020

Area	White		Black		Latino		Asian		Native American		Other race/ethnicity	
	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share
Connecticut	2,279,232	63%	360,937	10%	623,293	17%	170,459	5%	6,404	<1%	165,619	5%
Tolland County	120,021	80%	5,074	3%	9,699	6%	8,438	6%	182	<1%	6,374	4%
Bolton	4,188	86%	86	2%	277	6%	83	2%	<50	N/A	221	5%

As Connecticut's predominantly white Baby Boomers age, younger generations are driving the state's increased racial and ethnic diversity. Black and Latino populations in particular skew much younger than white populations.

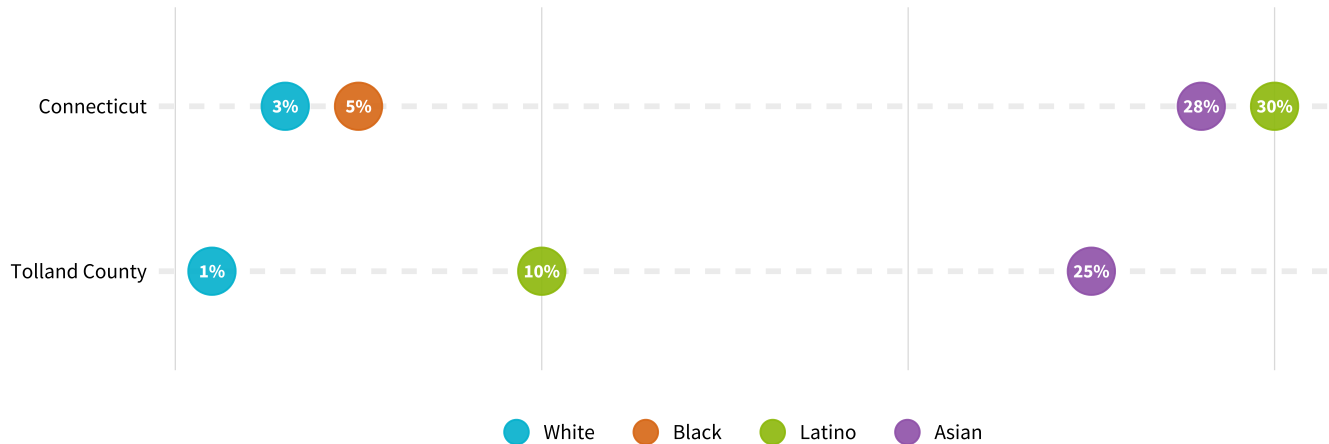**FIGURE 2: POPULATION BY RACE/ETHNICITY AND AGE GROUP, 2019**
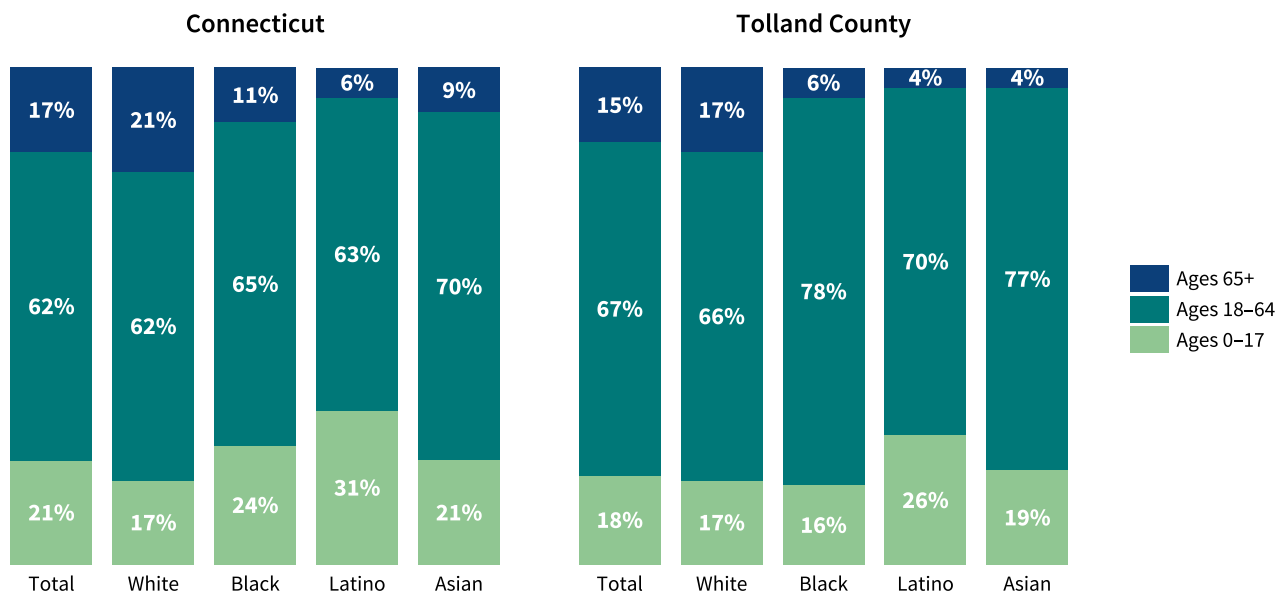
Note: Only groups with at least 50 residents shown.

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About 348 residents of Bolton, or 7 percent of the population, are foreign-born. The largest number of immigrants living in Tolland County were born in China, followed by India and United Kingdom.

Linguistic isolation is characterized as speaking English less than "very well." People who struggle with English proficiency may have difficulty in school, seeking health care, accessing social services, or finding work in a largely English-speaking community. As of 2019, 117 Bolton residents, or 2 percent of the population age 5 and older, were linguistically isolated. Latinos and Asian Americans are more likely to be linguistically isolated than other racial/ethnic groups.

FIGURE 3: LINGUISTIC ISOLATION BY RACE/ETHNICITY, 2019

Connecticut: White 3%, Black 5%, Asian 28%, Latino 30%
Tolland County: White 1%, Latino 10%, Asian 25%

Legend: White, Black, Latino, Asian

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POPULATION CHANGE: 2020 CENSUS

The first set of data from the 2020 Census was released in August 2021, containing basic population counts by age and race/ethnicity. Between 2010 and 2020, Connecticut's population was nearly stagnant. During the same period, Bolton shrank by 122 people, a 2.4 percent decrease. The number of white residents in Bolton shrank by 9.9 percent, while the non-white population grew by 100 percent.

TABLE 3: POPULATION AND POPULATION CHANGE BY AGE GROUP, 2010–2020

Area	Age	Population, 2010	Population, 2020	Change	Percent change
Connecticut	**All ages**	3,574,097	3,605,944	+31,847	+0.9%
	Children	817,015	736,717	−80,298	−9.8%
	Adults	2,757,082	2,869,227	+112,145	+4.1%
Tolland County	**All ages**	152,691	149,788	−2,903	−1.9%
	Children	30,884	26,204	−4,680	−15.2%
	Adults	121,807	123,584	+1,777	+1.5%
Bolton	**All ages**	4,980	4,858	−122	−2.4%
	Children	1,137	956	−181	−15.9%
	Adults	3,843	3,902	+59	+1.5%

FIGURE 4: SHARE OF POPULATION BY RACE/ETHNICITY, 2010–2020

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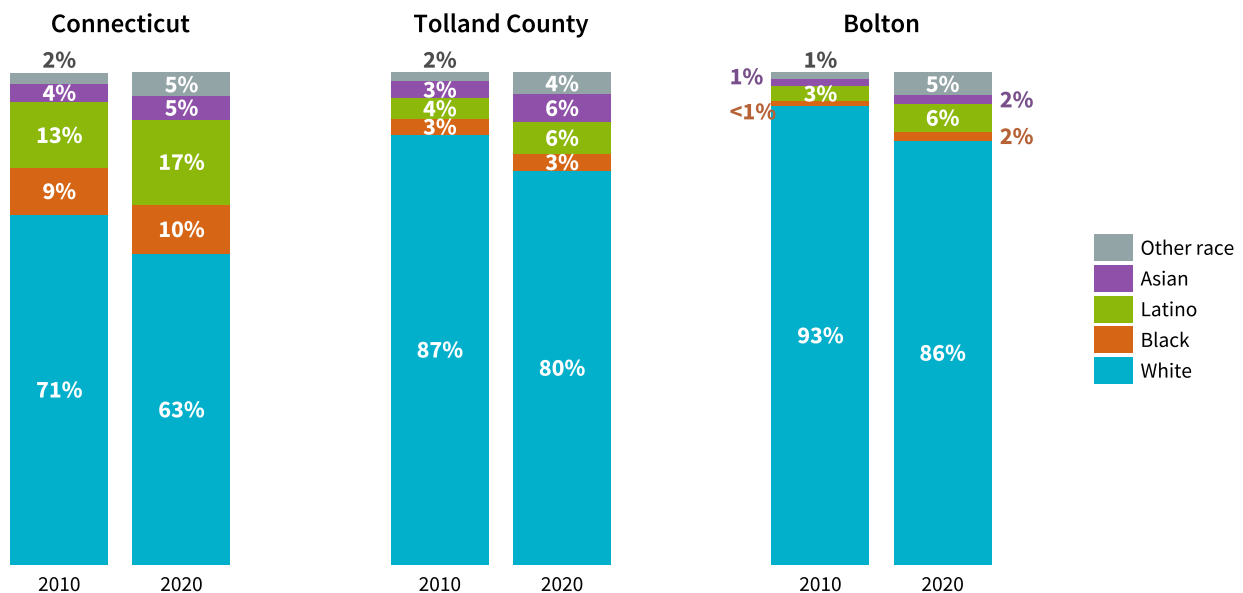
HOUSING

Bolton has 1,821 households, of which 91 percent are homeowner households. Of Bolton's 1,952 housing units, 94 percent are single-family and 5 percent are multifamily, compared to Tolland County, where 73 percent are single-family and 26 percent are multifamily.
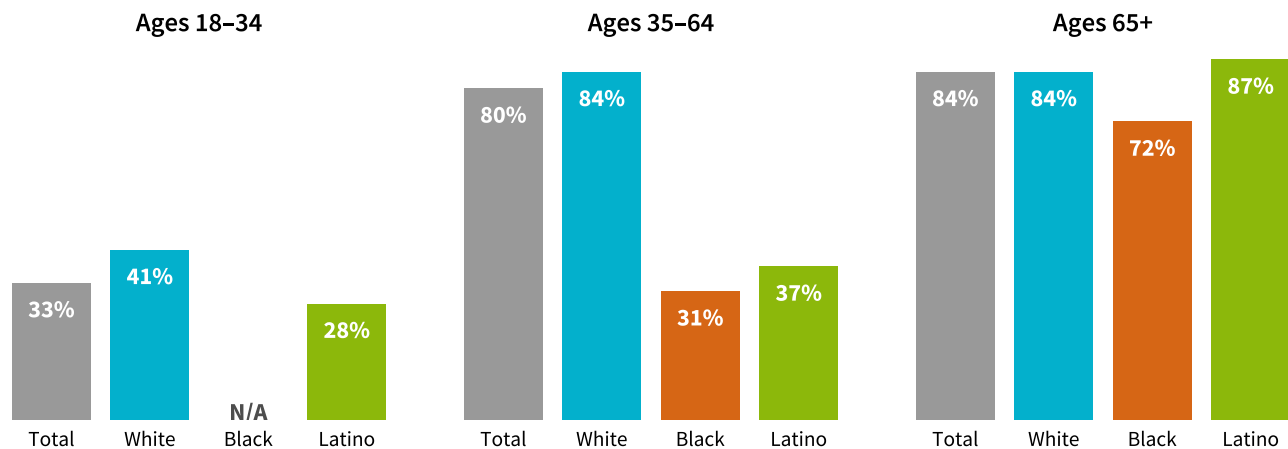
Homeownership rates vary by race/ethnicity. Purchasing a home is more attainable for advantaged groups because the process of purchasing a home has a long history of racially discriminatory practices that continue to restrict access to homeownership today. This challenge, coupled with municipal zoning dominated by single-family housing, results in de facto racial and economic segregation seen throughout Connecticut.

TABLE 4: HOMEOWNERSHIP RATE BY RACE/ETHNICITY OF HEAD OF HOUSEHOLD, 2019

| Area	Total	White	Black	Latino	Asian	Native American
Connecticut	66%	76%	39%	34%	58%	40%
Tolland County	72%	77%	20%	34%	43%	N/A
Bolton	91%	92%	N/A	N/A	N/A	N/A

Younger adults are less likely than older adults to own their homes across several race/ethnicity groups. However, in most towns, younger white adults own their homes at rates comparable to or higher than older Black and Latino adults.

FIGURE 5: HOMEOWNERSHIP RATES BY AGE AND RACE/ETHNICITY OF HEAD OF HOUSEHOLD, TOLLAND COUNTY, 2019

Ages 18–34
Total	White	Black	Latino
33%	41%	N/A	28%

Ages 35–64
Total	White	Black	Latino
80%	84%	31%	37%

Ages 65+
Total	White	Black	Latino
84%	84%	72%	87%

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A household is cost-burdened when they spend 30 percent or more of their income on housing costs, and severely cost-burdened when they spend half or more of their income on housing costs. Housing costs continue to rise, due in part to municipal zoning measures that limit new construction to very few towns statewide. Meanwhile, wages have largely stagnated, especially among lower-income workers who are more likely to rent. As a result, cost-burden generally affects renters more than homeowners, and has greater impact on Black and Latino householders. Among renter households in Bolton, 40 percent are cost-burdened, compared to 25 percent of owner households.

FIGURE 6: HOUSING COST-BURDEN RATES BY RACE/ETHNICITY, TOLLAND COUNTY, 2019
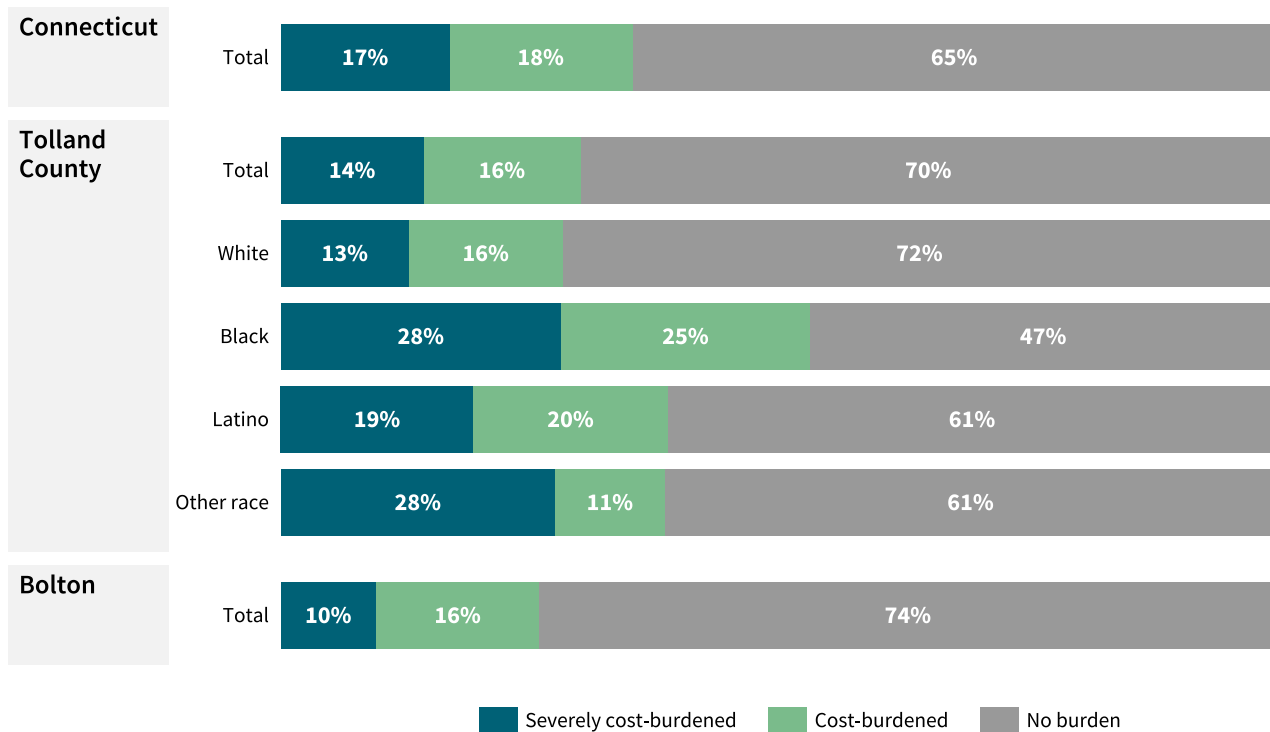
Household overcrowding is defined as having more than one occupant per room. Overcrowding may increase the spread of illnesses among the household and can be associated with higher levels of stress. Increasing the availability of appropriately-sized affordable units helps to alleviate overcrowding.

TABLE 5: OVERCROWDED HOUSEHOLDS BY RACE/ETHNICITY OF HEAD OF HOUSEHOLD, 2019

Area	Total		White		Black		Latino		Asian		Native American	
	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share
Connecticut	25,541	2%	7,252	<1%	4,437	3%	10,771	6%	2,954	6%	158	4%
Tolland County	658	1%	513	1%	<50	N/A	<50	N/A	77	4%	<50	N/A
Bolton	<50	N/A	<50	N/A	<50	N/A	<50	N/A	<50	N/A	<50	N/A

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EDUCATION

Public school students in Bolton are served by the Bolton School District for pre-kindergarten through grade 12. During the 2019–2020 school year, there were 779 students enrolled in the Bolton School District. Tracking student success measures is important since disparate academic and disciplinary outcomes are observed as early as preschool and can ultimately affect a person's long-term educational attainment and economic potential.

FIGURE 7: PUBLIC K–12 STUDENT ENROLLMENT BY RACE/ETHNICITY PER 100 STUDENTS, 2019–2020
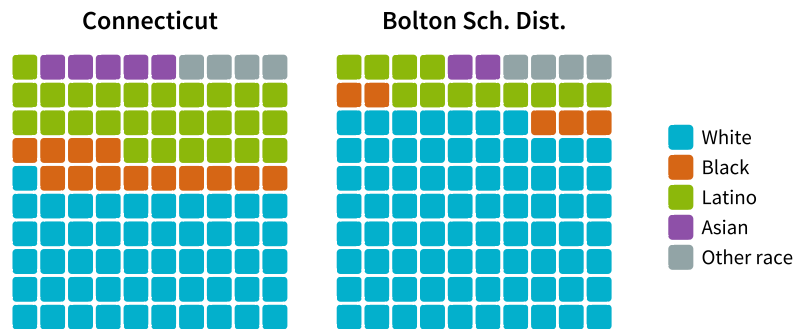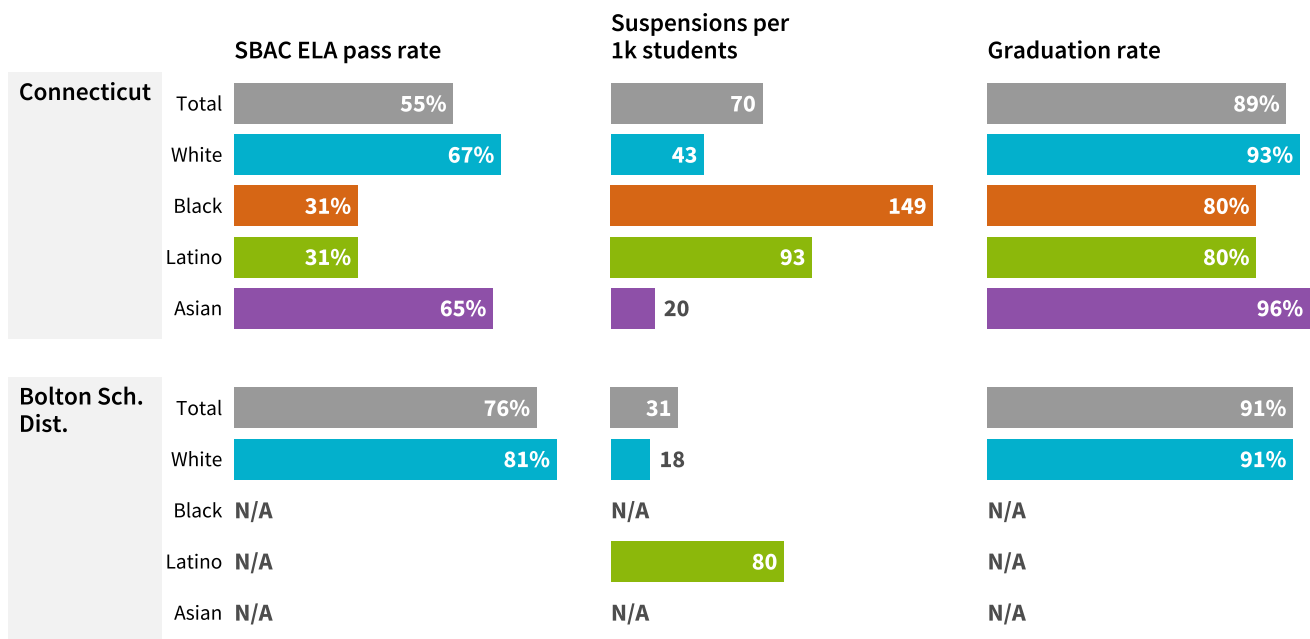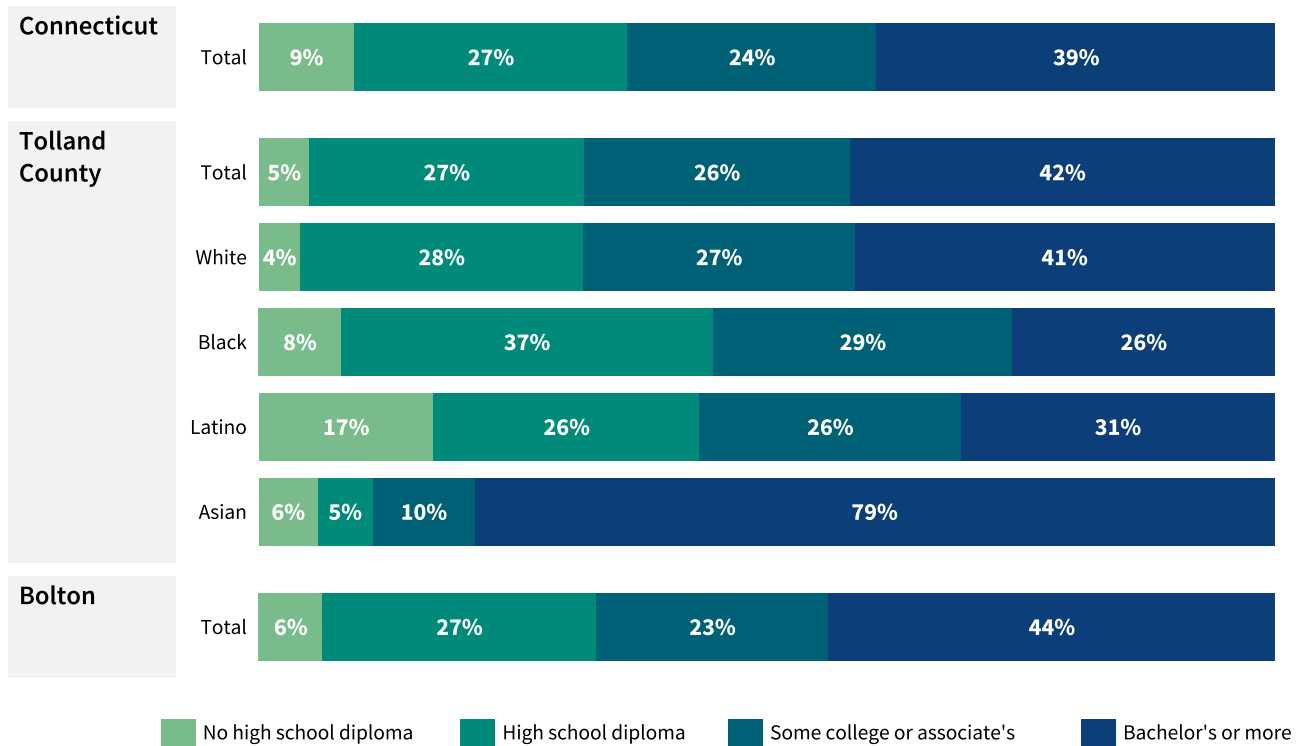

Connecticut   Bolton Sch. Dist.

White
Black
Latino
Asian
Other race

FIGURE 8: SELECTED ACADEMIC AND DISCIPLINARY OUTCOMES BY STUDENT RACE/ETHNICITY, 2018–2019

	SBAC ELA pass rate	Suspensions per 1k students	Graduation rate
Connecticut			
Total	55%	70	89%
White	67%	43	93%
Black	31%	149	80%
Latino	31%	93	80%
Asian	65%	20	96%
Bolton Sch. Dist.			
Total	76%	31	91%
White	81%	18	91%
Black	N/A	N/A	N/A
Latino	N/A	80	N/A
Asian	N/A	N/A	N/A

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Adults with high school diplomas or college degrees have more employment options and considerably higher potential earnings, on average, than those who do not finish high school. In Bolton, 6 percent of adults ages 25 and over, or 219 people, lack a high school diploma; statewide, this value is 9 percent.

**FIGURE 9: EDUCATIONAL ATTAINMENT BY RACE/ETHNICITY, SHARE OF ADULTS AGES 25 AND UP, 2019**

		No high school diploma	High school diploma	Some college or associate's	Bachelor's or more
Connecticut	Total	9%	27%	24%	39%
Tolland County	Total	5%	27%	26%	42%
	White	4%	28%	27%	41%
	Black	8%	37%	29%	26%
	Latino	17%	26%	26%	31%
	Asian	6%	5%	10%	79%
Bolton	Total	6%	27%	23%	44%

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ECONOMY

There are 1,309 total jobs in Bolton, with the largest share in the Manufacturing sector. While these numbers are from 2019 and do not include economic outcomes related to the COVID-19 pandemic, they describe general labor market strengths and average wages for the area.

TABLE 6: JOBS AND WAGES IN CONNECTICUT'S 5 LARGEST SECTORS, 2019

	Connecticut		Bolton	
Sector	**Total jobs**	**Avg annual pay**	**Total jobs**	**Avg annual pay**
All Sectors	1,670,354	$69,806	1,309	$49,935
Manufacturing	161,893	$85,031	433	$49,102
Retail Trade	175,532	$35,833	89	$34,937
Health Care and Social Assistance	271,014	$54,858	55	$30,845
Finance and Insurance	101,760	$174,420	N/A	N/A
Accommodation and Food Services	129,012	$23,183	N/A	N/A

Individual earnings vary by race/ethnicity, sex, and other characteristics. These can be measured comparing the differences in average earnings between groups. White workers and men often out-earn workers of color and women. These trends hold even when controlling for educational attainment.

FIGURE 10: MEDIAN INCOME BY RACE/ETHNICITY AND SEX FOR FULL-TIME WORKERS AGES 25 AND OVER WITH POSITIVE INCOME, 2019

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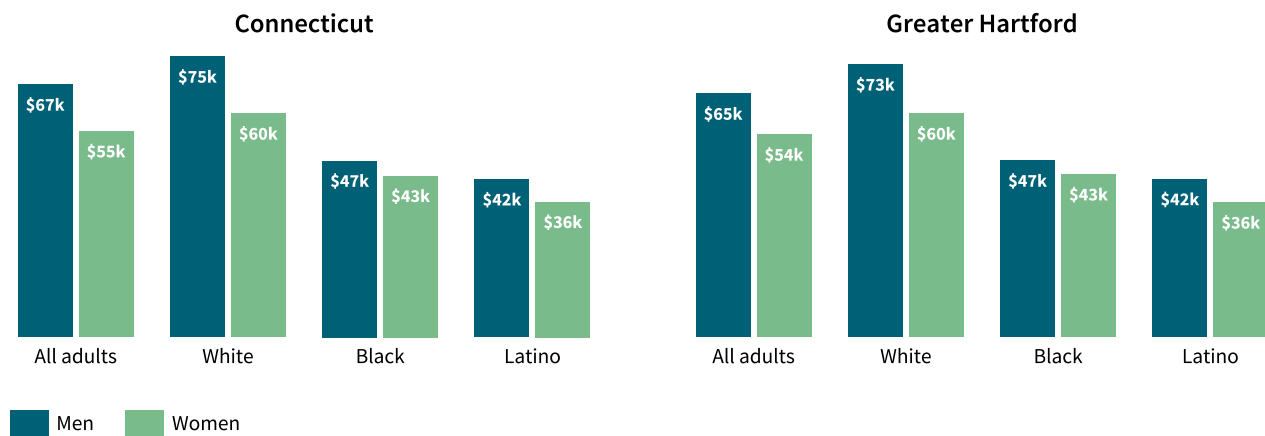
Rates of unemployment also vary by race and ethnicity. Generally, workers of color are more likely to be unemployed due to factors ranging from hiring practices to proximity to available jobs. Overall unemployment in Bolton averaged 4 percent in 2019.

FIGURE 11: UNEMPLOYMENT RATE BY RACE/ETHNICITY, 2019

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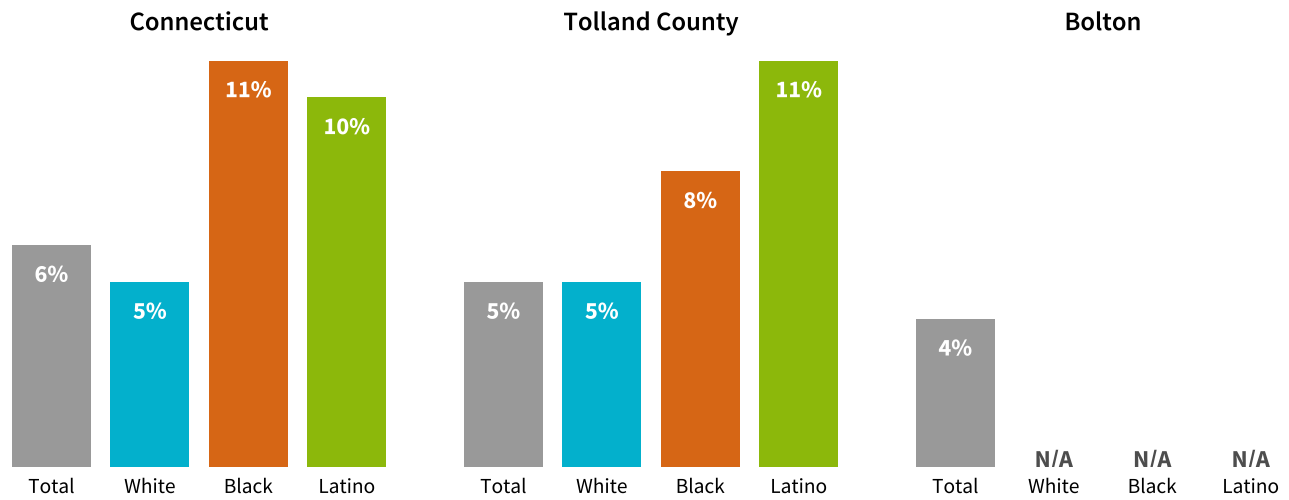
INCOME & WEALTH

The median household income in Bolton is $105,772, compared to $78,444 statewide. Racial disparities in outcomes related to education, housing, and wages result in disparate household-level incomes and overall wealth. Racial disparities in outcomes related to education, employment, and wages result in disparate household-level incomes and overall wealth. Households led by Black or Latino adults generally average lower incomes than white households.

FIGURE 12: MEDIAN HOUSEHOLD INCOME BY RACE/ETHNICITY OF HEAD OF HOUSEHOLD, 2019
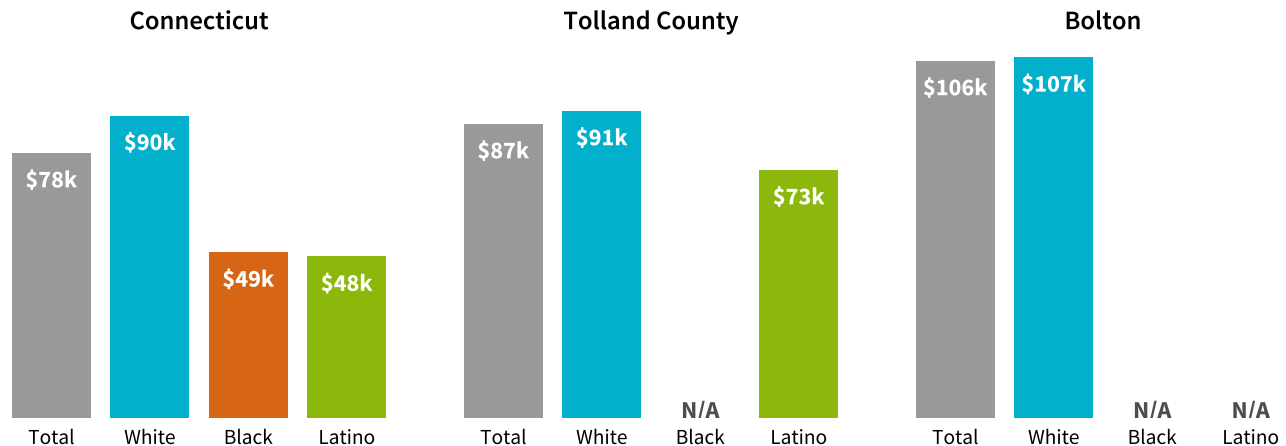
The Supplemental Nutritional Assistance Program (SNAP, or food stamps) is a program available to very low-income households earning less than 130 percent of the federal poverty guideline ($25,750 for a family of four in 2019). Throughout the state, poverty and SNAP utilization rates are higher among Black and Latino households than white households.

TABLE 7: SELECTED HOUSEHOLD ECONOMIC INDICATORS BY RACE/ETHNICITY OF HEAD OF HOUSEHOLD, 2019

|	Total		White		Black		Latino		Asian		Native American	
	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share
Population living below poverty level												
Connecticut	344,146	10%	137,123	6%	65,664	18%	123,431	22%	12,398	8%	1,629	17%
Tolland County	9,996	7%	6,902	6%	898	25%	1,491	20%	586	10%	<50	N/A
Bolton	233	5%	231	5%	<50	N/A	<50	N/A	<50	N/A	<50	N/A
Households receiving food stamps/SNAP												
Connecticut	162,967	12%	67,339	7%	34,650	26%	56,091	32%	3,145	6%	958	26%
Tolland County	3,475	6%	2,638	5%	336	19%	343	14%	111	5%	<50	N/A
Bolton	109	6%	109	6%	<50	N/A	<50	N/A	<50	N/A	<50	N/A

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Access to a personal vehicle may also be considered a measure of wealth since reliable transportation plays a significant role in job access and quality of life. Vehicle access reduces the time a family may spend running errands or traveling to appointments, school, or work.

TABLE 8: HOUSEHOLDS WITH NO VEHICLE AT HOME BY RACE/ETHNICITY OF HEAD OF HOUSEHOLD, 2019

Area	Total		White		Black		Latino		Other race	
	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share
Connecticut	121,434	9%	55,942	6%	27,048	21%	30,496	17%	7,948	10%
Tolland County	2,539	5%	1,964	4%	314	17%	69	3%	192	7%
Bolton	100	6%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Over the past 40 years, neighborhood income inequality has grown statewide as the share of the population living in wealthy or poor neighborhoods has increased and the population in middle income areas declined in a process known as "economic sorting," which often leads to further disparities in access to economic opportunity, healthy environments, and municipal resources.

FIGURE 13: DISTRIBUTION OF POPULATION BY NEIGHBORHOOD INCOME LEVEL, TOLLAND COUNTY, 1980–2019
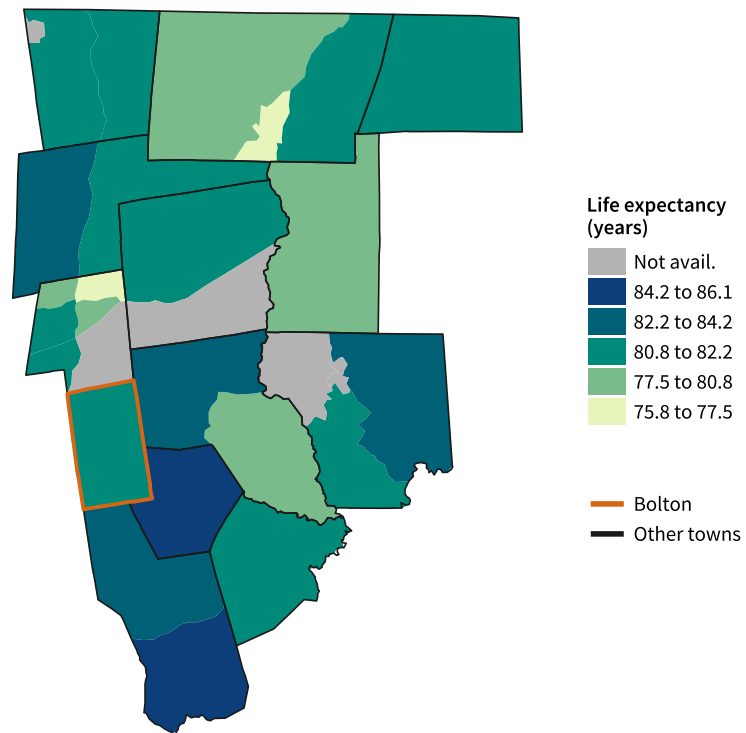

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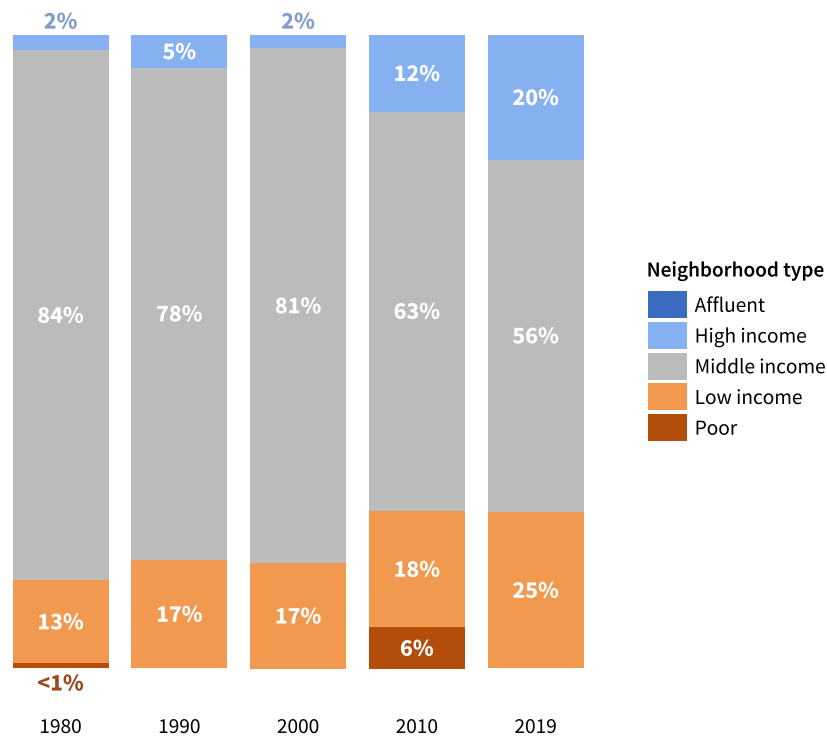
HEALTH

The socioeconomic disparities described above tend to correlate with health outcomes. Factors such as stable housing, employment, literacy and linguistic fluency, environmental hazards, and transportation all impact access to care, physical and mental health outcomes, and overall quality of life. Income and employment status often drive differences in access to healthcare, the likelihood of getting preventive screenings as recommended, the affordability of life-saving medicines, and the ability to purchase other goods and services, including high-quality housing and nutritious food.

Life expectancy is a good proxy for overall health and well-being since it is the culmination of so many other social and health factors. The average life expectancy in Bolton is 80.9 years, compared to 81.1 years across Tolland County, and 80.3 years statewide.

FIGURE 14: LIFE EXPECTANCY, TOLLAND COUNTY BY CENSUS TRACT, 2015

Life expectancy (years)
- Not avail.
- 84.2 to 86.1
- 82.2 to 84.2
- 80.8 to 82.2
- 77.5 to 80.8
- 75.8 to 77.5

— Bolton
— Other towns

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Health-related challenges begin with access to care. Due to differences in workplace benefits, income, and eligibility factors, Black and especially Latino people are less likely to have health insurance than white people.

**FIGURE 15: UNINSURED RATE AMONG ADULTS AGES 19–64 BY RACE/ETHNICITY, 2019**
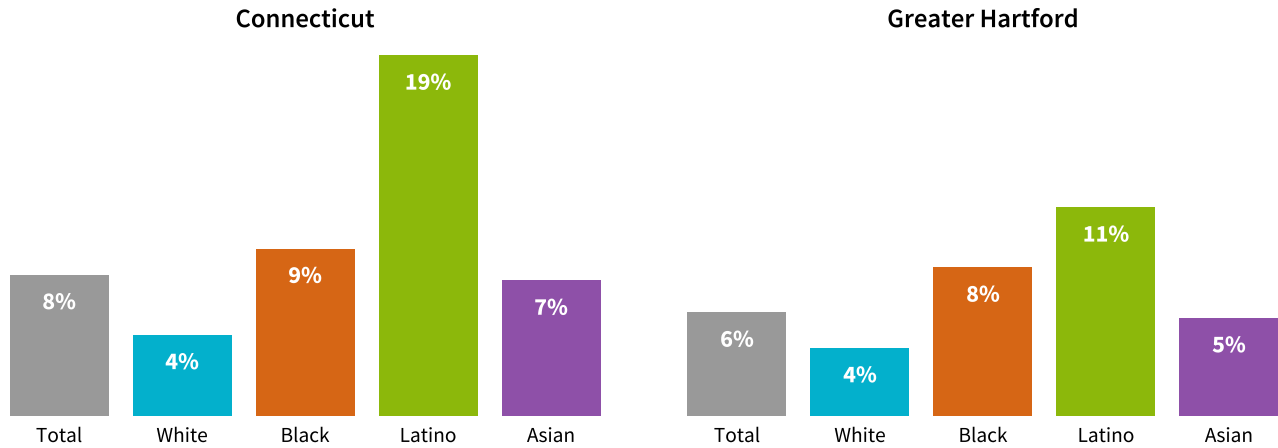
Preventive care can help counteract economic disadvantages, as a person's health can be improved by addressing risk factors like hypertension and chronic stress early. Lack of affordable, accessible, and consistent medical care can lead to residents relying on expensive emergency room visits later on. Overall, 79 percent of the adults in Bolton had an annual checkup as of 2018, and 82 percent had a dental visit in the past year.

FIGURE 16: PREVENTIVE CARE MEASURES, SHARE OF ADULTS BY CENSUS TRACT, TOLLAND COUNTY
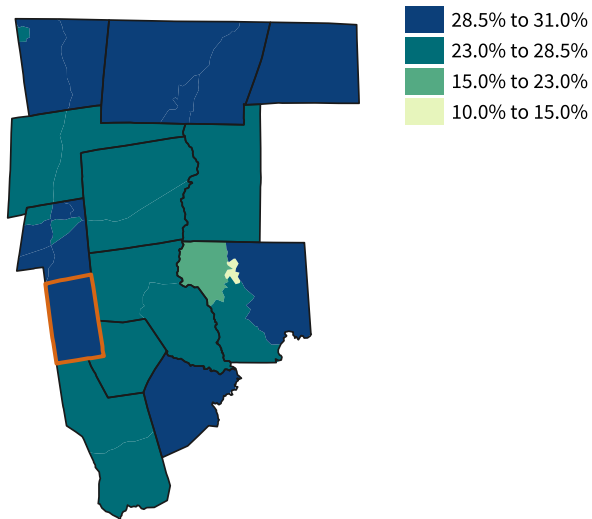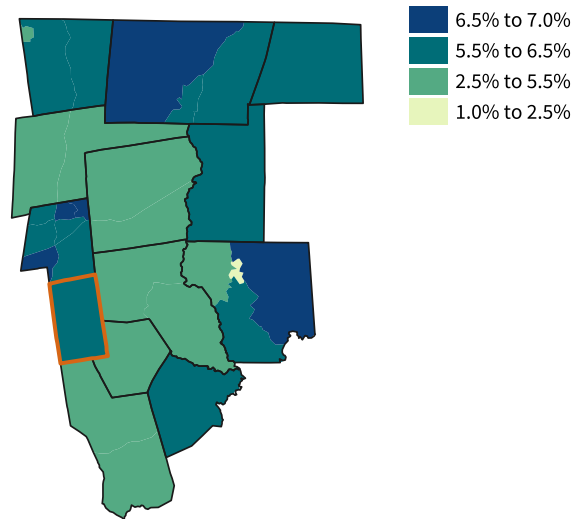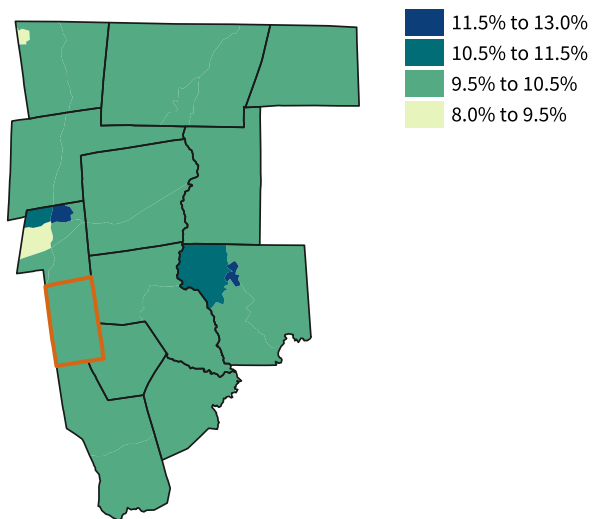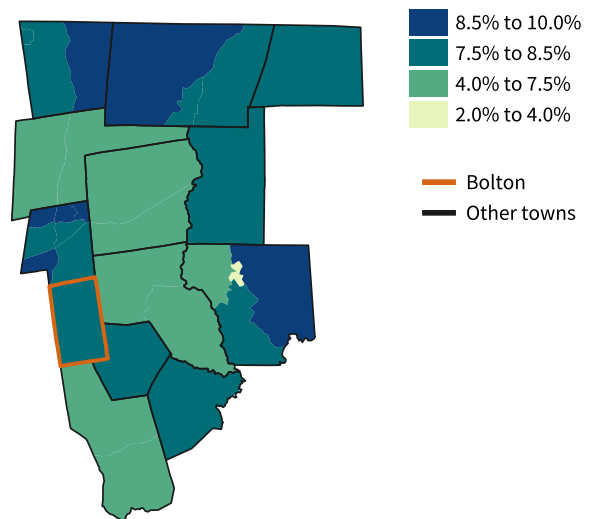

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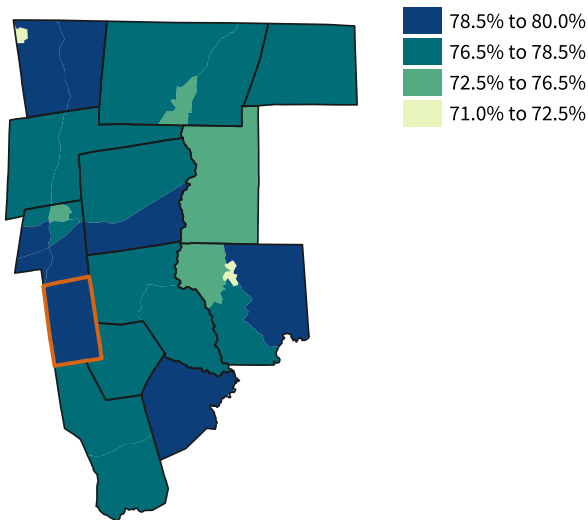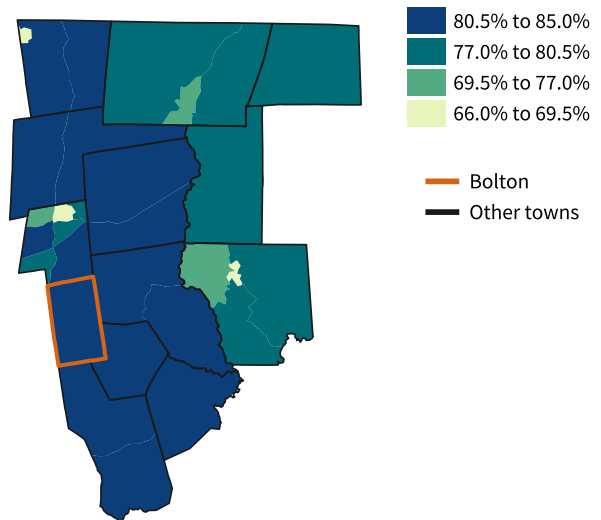
Throughout the state, people of color face greater rates and earlier onset of many chronic diseases and risk factors, particularly those that are linked to socioeconomic status and access to resources. For example, diabetes is much more common among older adults than younger ones, yet middle-aged Black adults in Connecticut have higher diabetes rates than white seniors.

FIGURE 17: SELECTED HEALTH RISK FACTORS, SHARE OF ADULTS, 2015–2018

		Excellent/very good self-rated health	Food insecurity	Smoking	Obesity	Exercise 3+ days a week
Connecticut	Total	60%	13%	14%	27%	61%
Greater Hartford	Total	60%	13%	14%	27%	61%
	White	61%	10%	14%	27%	63%
	Black	52%	24%	15%	33%	54%
	Latino	57%	28%	15%	32%	53%
	Asian	73%	13%	8%	16%	59%
	Native American	44%	11%	11%	38%	57%
Bolton	Total	70%	7%	16%	13%	58%

FIGURE 18: SELECTED HEALTH INDICATORS BY AGE AND RACE/ETHNICITY, SHARE OF ADULTS, GREATER HARTFORD, 2015–2018

	Asthma					Diabetes					Hypertension				
	Total	White	Black	Latino	Asian	Total	White	Black	Latino	Asian	Total	White	Black	Latino	Asian
Ages 18 to 34	20%	20%	18%	28%	12%	3%	2%	1%	4%	7%	9%	7%	9%	12%	10%
Ages 35 to 49	18%	17%	13%	28%	7%	6%	5%	11%	10%	2%	23%	20%	34%	24%	24%
Ages 50 to 64	12%	12%	16%	19%	N/A	15%	12%	27%	30%	N/A	40%	36%	57%	53%	N/A
Ages 65 and older	11%	10%	14%	17%	N/A	22%	20%	37%	33%	N/A	58%	57%	76%	51%	N/A

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FIGURE 19: CHRONIC DISEASE PREVALENCE, SHARE OF ADULTS BY CENSUS TRACT, TOLLAND COUNTY

High blood pressure, 2017

28.5% to 31.0%
23.0% to 28.5%
15.0% to 23.0%
10.0% to 15.0%

Coronary heart disease, 2018

6.5% to 7.0%
5.5% to 6.5%
2.5% to 5.5%
1.0% to 2.5%

Current asthma, 2018

11.5% to 13.0%
10.5% to 11.5%
9.5% to 10.5%
8.0% to 9.5%

Diabetes, 2018

8.5% to 10.0%
7.5% to 8.5%
4.0% to 7.5%
2.0% to 4.0%

Bolton
Other towns

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Mental health issues like depression and anxiety can be linked to social determinants like income, employment, and environment, and can pose risks of physical health problems as well, including by complicating a person's ability to keep up other aspects of their health care. People of color are slightly more likely to report feeling mostly or completely anxious and being bothered by feeling depressed or hopeless. Overall, 11 percent of Bolton adults report experiencing anxiety regularly and 8 percent report being bothered by depression.

TABLE 9: SELECTED MENTAL HEALTH INDICATORS, SHARE OF ADULTS, 2015–2018

	Total	White	Black	Latino	Asian	Native American
Experiencing anxiety						
Connecticut	12%	11%	15%	19%	14%	15%
Greater Hartford	12%	10%	15%	20%	15%	14%
Bolton	11%	N/A	N/A	N/A	N/A	N/A
Bothered by depression						
Connecticut	9%	8%	10%	14%	8%	12%
Greater Hartford	9%	8%	10%	15%	6%	15%
Bolton	8%	N/A	N/A	N/A	N/A	N/A

Like other states, Connecticut has seen a rise in drug overdose deaths in the last several years. In 2020, Connecticut saw an average of 113 overdose deaths per month, up from 60 in 2015. White residents long comprised the bulk of these deaths, but as overall overdose death rates have increased, an increasing share of those deaths have been people of color.

FIGURE 20: AGE-ADJUSTED SEMI-ANNUAL RATES OF DRUG OVERDOSE DEATHS PER 100,000 RESIDENTS BY RACE/ETHNICITY, 2015–2020
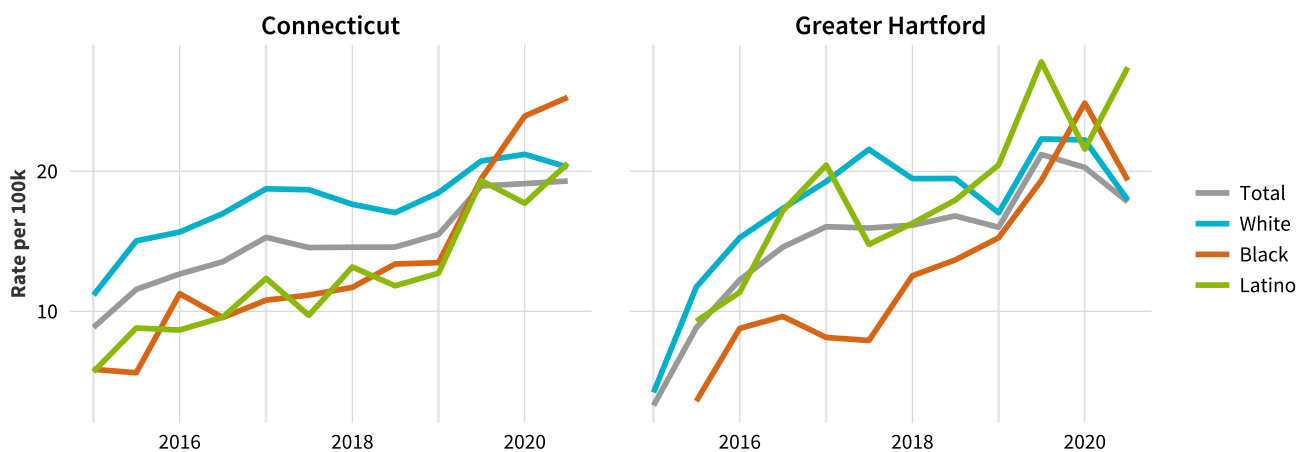
Note: Values suppressed for small populations or few overdose incidents.

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The introduction and spread of fentanyl in drugs—both with and without users' knowledge—is thought to have contributed to this steep rise in overdoses. In 2015 and 2016, 45 percent of the drug overdose deaths in Tolland County involved fentanyl; in 2019 and 2020, this share was 87 percent.

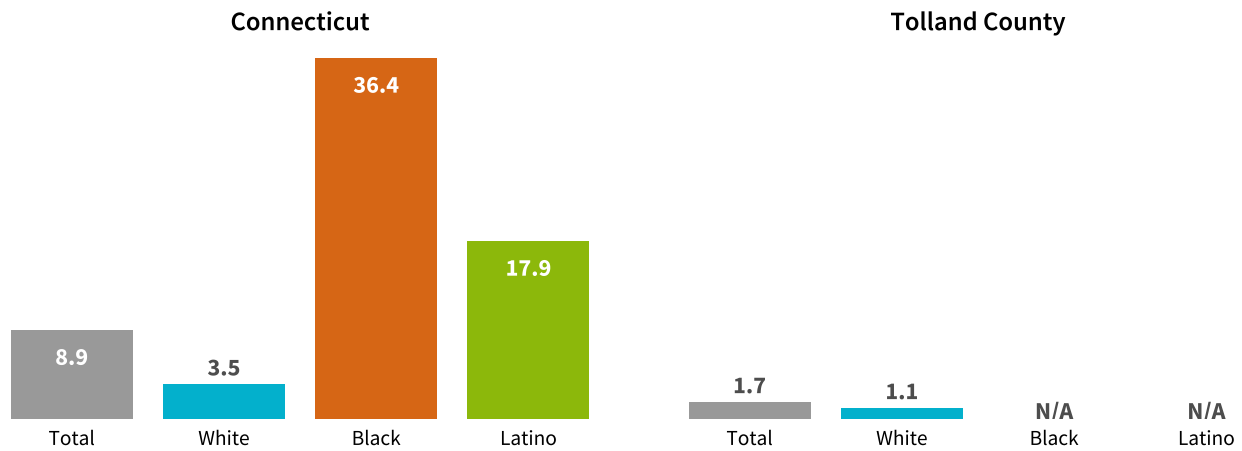**FIGURE 21: SHARE OF DRUG OVERDOSE DEATHS INVOLVING FENTANYL, 2015–2020**
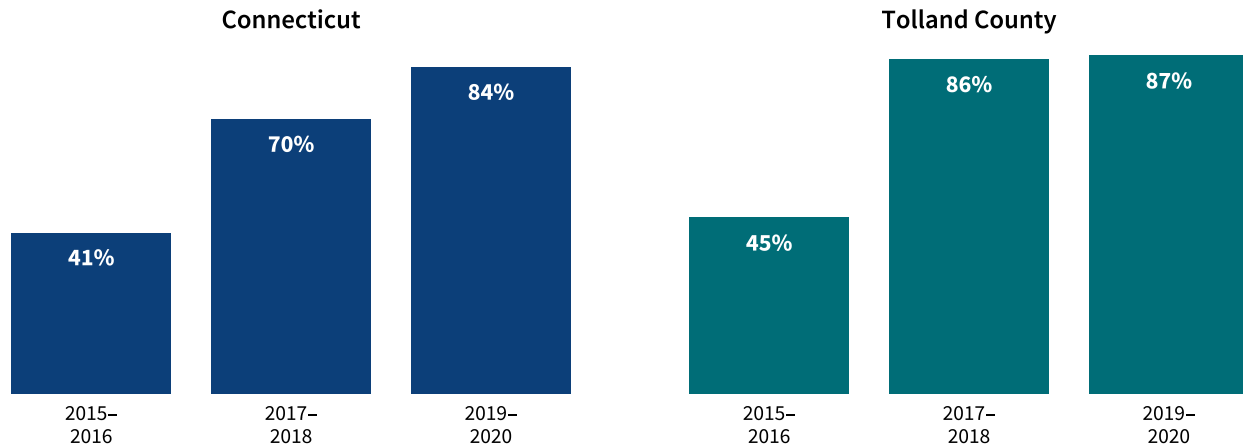
Sexually transmitted infections (STIs) can have long-term implications for health, including reproductive health problems and certain cancers, and can increase the risk of acquiring and transmitting diseases such as HIV and hepatitis C. Following nationwide trends, Connecticut has seen increases in the rates of STIs like chlamydia and gonorrhea over the past two decades. Between 2016 and 2018, Tolland County had annual average case rates of 254 new cases of chlamydia per 100,000 residents, 37 cases of gonorrhea per 100,000, and 1.1 cases of syphilis per 100,000.

FIGURE 22: ANNUALIZED AVERAGE RATES OF NEW CASES OF SELECTED SEXUALLY TRANSMITTED INFECTIONS PER 100,000 RESIDENTS, 2001–2003 THROUGH 2016–2018

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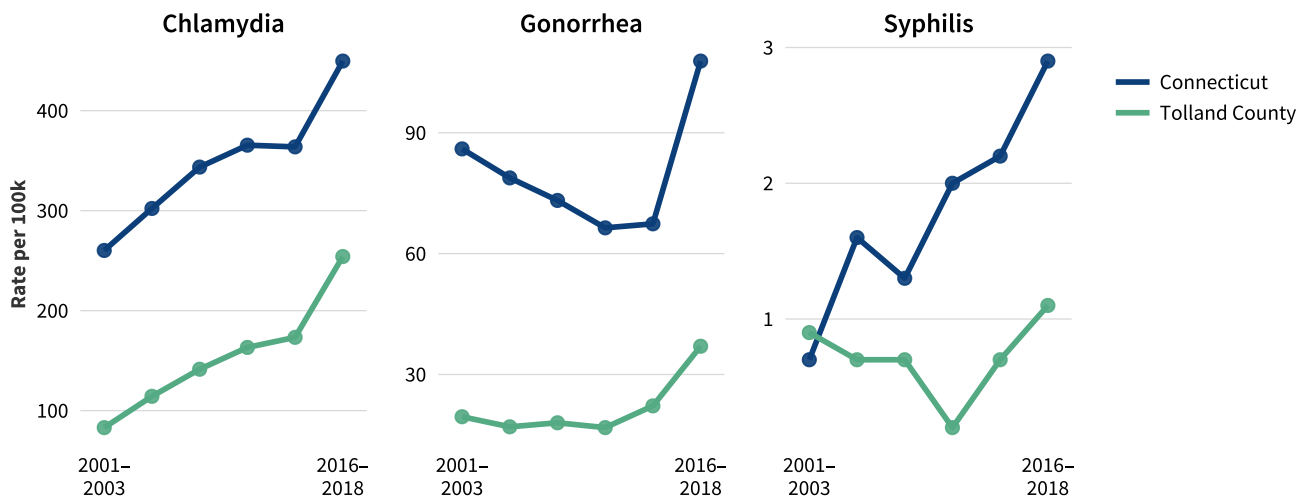
Like many other diseases, Connecticut's Black and Latino residents face a higher burden of HIV rates. Statewide between 2016 and 2018, Black residents ages 13 and up were more than 10 times more likely to be diagnosed with HIV than white residents.

FIGURE 23: ANNUALIZED AVERAGE RATE OF NEW HIV DIAGNOSES PER 100,000 RESIDENTS AGES 13 AND OVER, 2016–2018
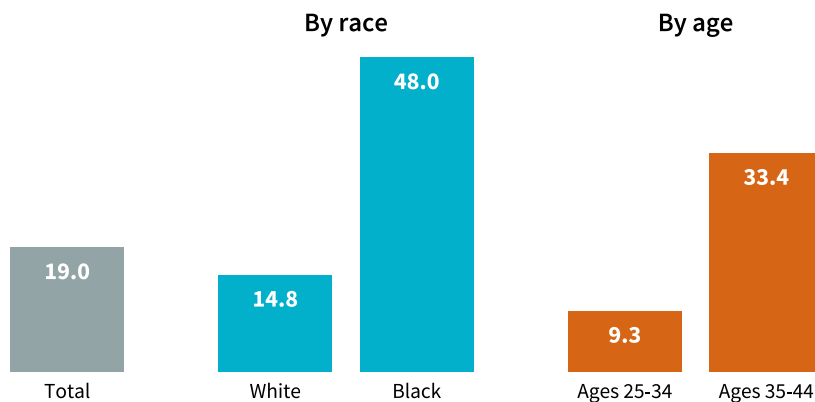

Connecticut

Total	White	Black	Latino
8.9	3.5	36.4	17.9

Tolland County

Total	White	Black	Latino
1.7	1.1	N/A	N/A

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Birth outcomes often reflect health inequities for parents giving birth, and those outcomes can affect a child throughout their life. Often, parents of color have more complications related to birth and pregnancy than white parents. Complications during pregnancy or childbirth also contribute to elevated mortality among parents giving birth.

TABLE 10: SELECTED BIRTH OUTCOMES BY RACE/ETHNICITY OF PARENT GIVING BIRTH, 2016–2018

| Area | Total | White | Black | Latina | | | Asian |
				Latina (overall)	Puerto Rican	Other Latina	
Late or no prenatal care							
Connecticut	3.4%	2.5%	5.7%	4.0%	2.9%	5.1%	3.5%
Tolland County	2.4%	2.0%	5.2%	3.0%	N/A	5.6%	4.0%
Bolton	0.0%	0.0%	N/A	N/A	N/A	N/A	N/A
Low birthweight							
Connecticut	7.8%	6.4%	12.1%	8.3%	10.2%	6.6%	8.7%
Tolland County	7.1%	6.5%	11.7%	9.7%	8.8%	11.2%	8.1%
Bolton	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Infant mortality (per 1k live births)							
Connecticut	4.6	3.1	9.5	5.0	N/A	N/A	N/A
Tolland County	3.2	4.0	0.0	0.0	N/A	N/A	N/A
Bolton	0.0	0.0	N/A	N/A	N/A	N/A	N/A

FIGURE 24: MATERNAL MORTALITY RATE PER 100K BIRTHS, CONNECTICUT, 2013–2017

By race
- Total: 19.0
- White: 14.8
- Black: 48.0

By age
- Ages 25-34: 9.3
- Ages 35-44: 33.4

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Children under 7 years old are monitored annually for potential lead poisoning, based on having blood-lead levels in excess of the state's accepted threshold. Between 2013 and 2017, fewer than 5 children in Bolton tested positive for elevated lead levels. Children living in homes built before 1960 are at a higher risk of potential lead poisoning due to the more widespread use of lead-based paints in older homes. Black and Latino households are slightly more likely to live in structures built before 1960.

TABLE 11: HOUSEHOLDS LIVING IN STRUCTURES BUILT BEFORE 1960 BY RACE/ETHNICITY OF HEAD OF HOUSEHOLD, 2019

Area	Total		White		Black		Latino		Other race	
	Count	Share	Count	Share	Count	Share	Count	Share	Count	Share
Connecticut	580,941	42%	399,512	40%	63,552	49%	93,011	53%	24,866	32%
Tolland County	15,328	28%	13,913	28%	371	20%	581	26%	463	17%
Bolton	754	41%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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CIVIC LIFE & COMMUNITY COHESION

Beyond individual health, several measures from the DataHaven Community Wellbeing Survey show how local adults feel about the health of their neighborhoods. High quality of life and community cohesion can positively impact resident well-being through the availability of resources, sense of safety, and participation in civic life. For example, adults who see the availability of role models in their community may enroll their children in extracurricular activities that benefit them educationally and socially; residents who know and trust their neighbors may find greater social support. Overall, 98 percent of Bolton adults reported being satisfied with the area where they live.

FIGURE 25: RESIDENTS' RATINGS OF COMMUNITY COHESION MEASURES, SHARE OF ADULTS, 2015–2018

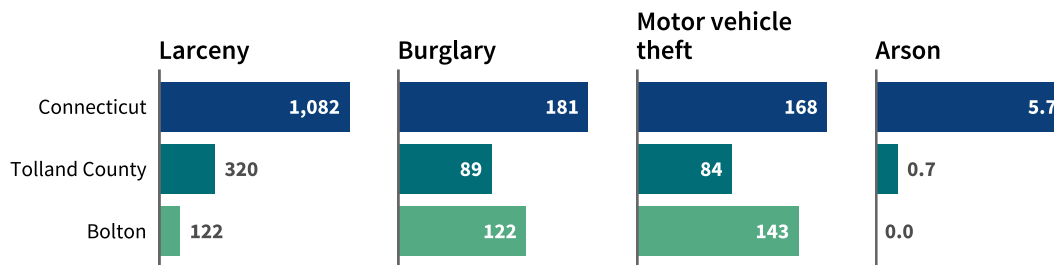● Connecticut ● Greater Hartford ● Bolton
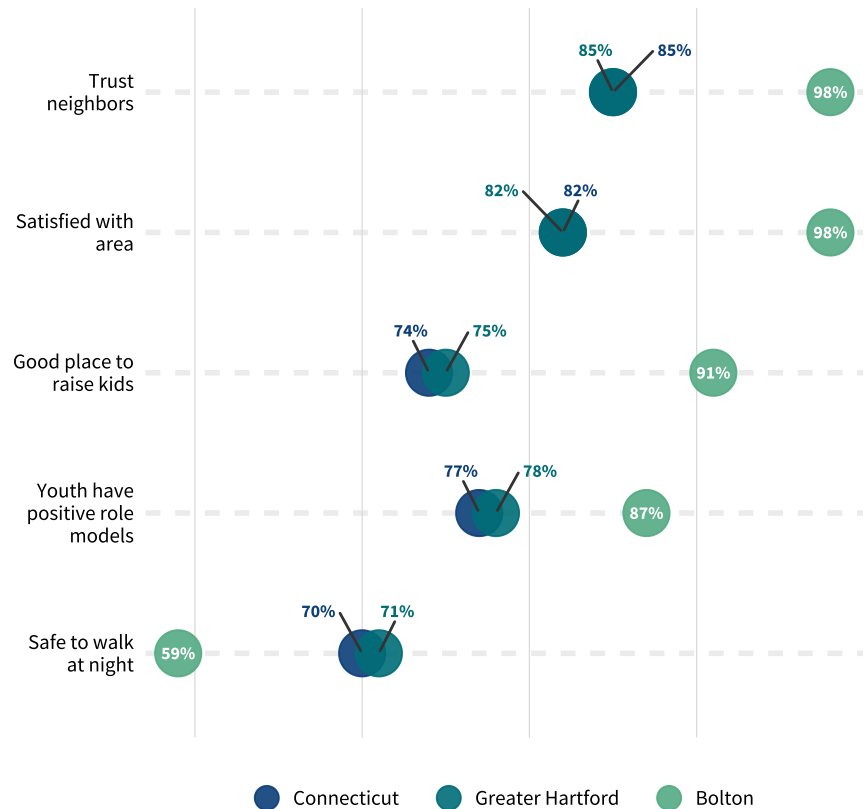
Crime rates per 100,000 residents are based on reports to law enforcement of violent force against persons, as well as offenses involving property. Not all crimes involve residents of the areas where the crimes occur, which is important to consider when evaluating crime rates in areas or towns with more commercial activity. Crime patterns can also vary dramatically by neighborhood. Crime can impact the social and economic well-being of communities, including through negative health effects.

FIGURE 26: PART I CRIME RATES PER 100,000 RESIDENTS BY TOWN / JURISDICTION, 2019

Crimes against persons

	Simple assault	Aggravated assault	Robbery	Rape	Criminal homicide
Connecticut	723	104.6	54.5	22.2	3.5
Tolland County	224	23.8	7.3	11.3	0.0
Bolton	163	0.0	20.4	0.0	0.0
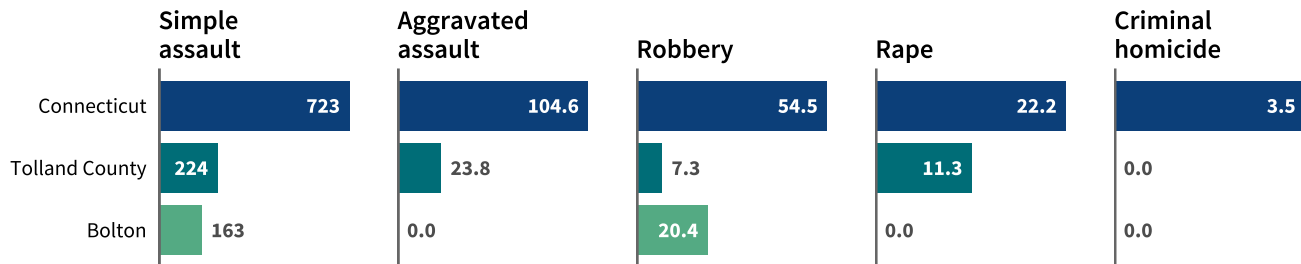
Crimes against property

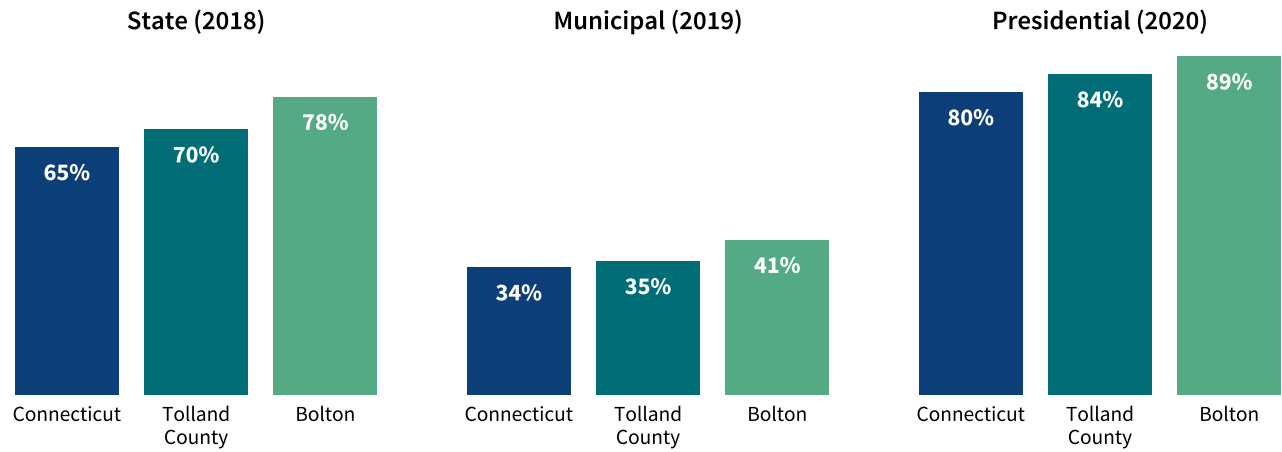|	Larceny	Burglary	Motor vehicle theft	Arson
Connecticut	1,082	181	168	5.7
Tolland County	320	89	84	0.7
Bolton	122	122	143	0.0

A lack of trust in and engagement with local government and experiences of unfair treatment by authorities can impair community well-being and cohesion. Forty-two percent of Bolton adults feel their local government is responsive to residents' needs, compared to 51 percent statewide.

TABLE 12: RESIDENTS' RATINGS OF LOCAL GOVERNMENT, SHARE OF ADULTS, 2015–2018

Area	Unfairly stopped by police	Local govt is responsive	Have some influence over local govt
Connecticut	11%	51%	67%
Greater Hartford	13%	52%	67%
Bolton	5%	42%	66%

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During the 2020 presidential election, 89 percent of Bolton registered voters cast ballots, compared to 80 percent statewide, and to 88 percent in the 2016 presidential election.

**FIGURE 27: REGISTERED VOTER TURNOUT, 2018–2020**

State (2018)	Municipal (2019)	Presidential (2020)
Connecticut 65%	Connecticut 34%	Connecticut 80%
Tolland County 70%	Tolland County 35%	Tolland County 84%
Bolton 78%	Bolton 41%	Bolton 89%

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ENVIRONMENT & SUSTAINABILITY

Many environmental factors—from access to outdoor resources to tree canopy to exposure to pollutants—can have direct impacts on residents' health and quality of life. Environmental justice is the idea that these factors of built and natural environments follow familiar patterns of socioeconomic disparities and segregation. The federal Environmental Protection Agency (EPA) ranks small areas throughout the US on their risks of exposure to a variety of pollutants and hazards, scaled to account for the historically disparate impact of these hazards on people of color and lower-income people.

FIGURE 28: EPA ENVIRONMENTAL JUSTICE INDEX BY BLOCK GROUP, TOLLAND COUNTY

Lead paint exposure risk
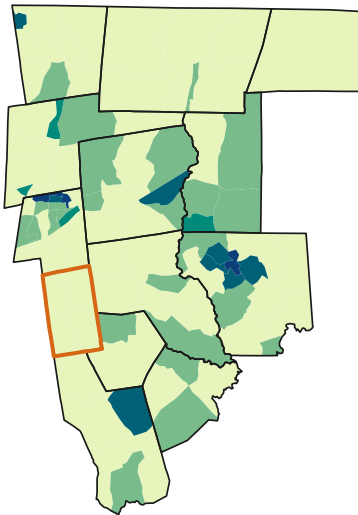
Air cancer risk
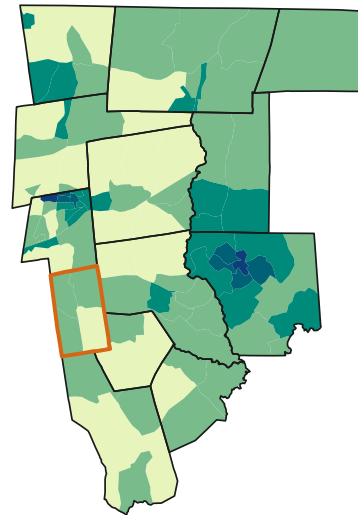
Proximity to water discharge
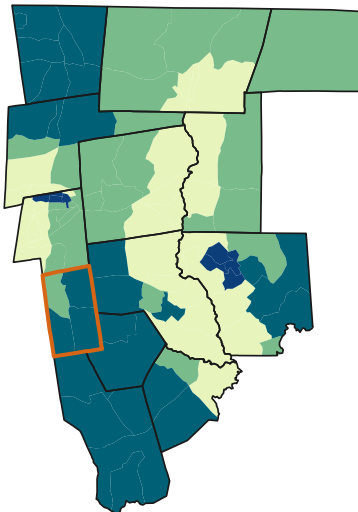
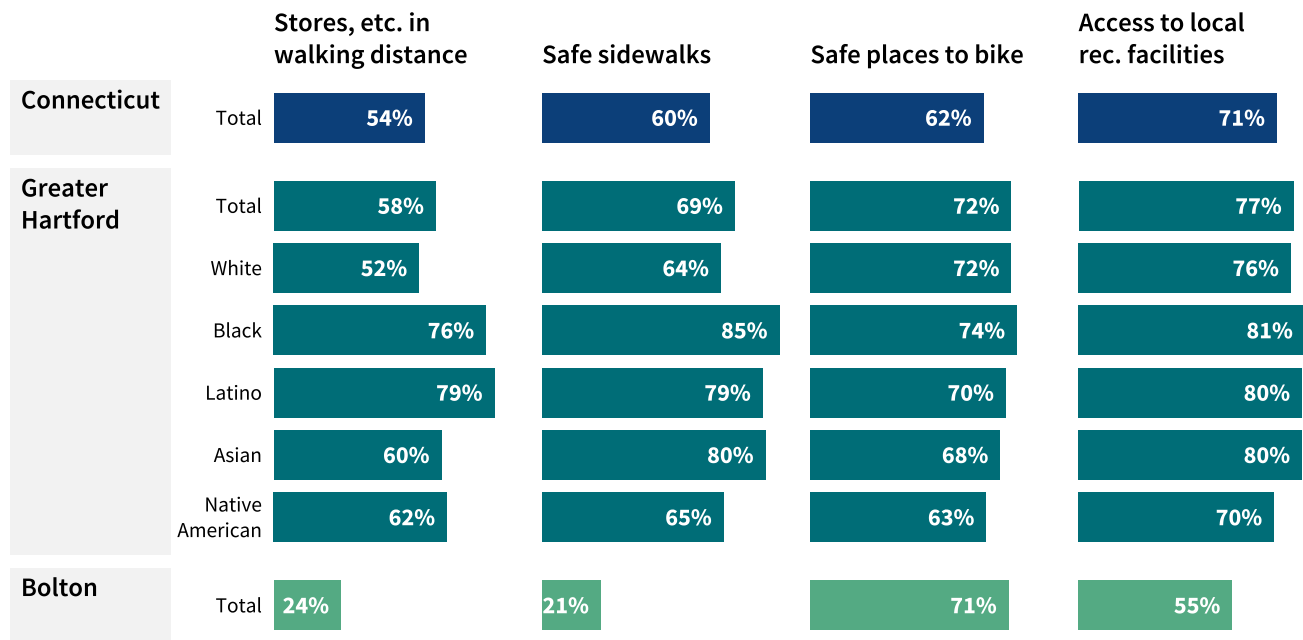### Proximity to treatment facilities
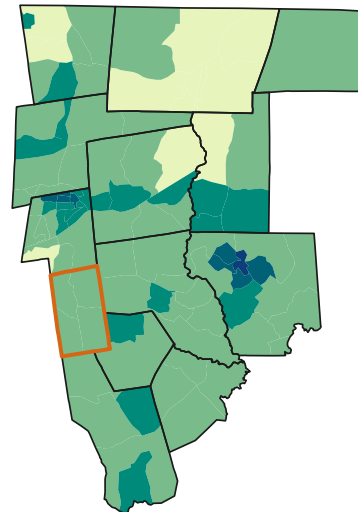
High risk
Avg. risk
Low risk

Bolton
Other towns

High-quality built environment resources, such as recreational facilities and safe sidewalks, help keep residents active and bring communities together. Walkable neighborhoods may also encourage decreased reliance on cars. Throughout Connecticut, Black and Latino residents are largely concentrated in denser urban areas which tend to offer greater walkability. Of adults in Bolton, 24 percent report having stores, banks, and other locations they need in walking distance, lower than the share of adults statewide.

FIGURE 29: RESIDENTS' RATINGS OF LOCAL WALKABILITY MEASURES BY RACE/ETHNICITY, SHARE OF ADULTS, 2015–2018

		Stores, etc. in walking distance	Safe sidewalks	Safe places to bike	Access to local rec. facilities
Connecticut	Total	54%	60%	62%	71%
Greater Hartford	Total	58%	69%	72%	77%
	White	52%	64%	72%	76%
	Black	76%	85%	74%	81%
	Latino	79%	79%	70%	80%
	Asian	60%	80%	68%	80%
	Native American	62%	65%	63%	70%
Bolton	Total	24%	21%	71%	55%

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NOTES

Figure 1. Study area. Map tiles by Stamen Design, under CC BY 3.0. Data by OpenStreetMap, under ODbL.

Table 1. About the area. DataHaven analysis (2021) of US Census Bureau American Community Survey 2019 5-year estimates. Available at https://data.census.gov; US Census Bureau 2020 Decennial Census P.L. 94-171 Redistricting Data. Available at https://www.census.gov/programs-surveys/decennial-census/about/rdo.html; PLACES Project. Centers for Disease Control and Prevention. Available at https://www.cdc.gov/places; and National Center for Health Statistics. U.S. Small-Area Life Expectancy Estimates Project (USALEEP): Life Expectancy Estimates Files, 2010–2015. National Center for Health Statistics. 2018. Available at https://www.cdc.gov/nchs/nvss/usaleep/usaleep.html

Table 2. Population by race/ethnicity, 2020. US Census Bureau 2020 Decennial Census P.L. 94-171 Redistricting Data.

Figure 2. Population by race/ethnicity and age group, 2019. DataHaven analysis (2021) of US Census Bureau American Community Survey 2019 5-year estimates.

Figure 3. Linguistic isolation by race/ethnicity, 2019. DataHaven analysis (2021) of US Census Bureau American Community Survey 2019 5-year estimates.

Table 3. Population and population change by age group, 2010–2020. US Census Bureau 2010 & 2020 Decennial Census P.L. 94-171 Redistricting Data.

Figure 4. Share of population by race/ethnicity, 2010–2020. US Census Bureau 2010 & 2020 Decennial Census P.L. 94-171 Redistricting Data.

Table 4. Homeownership rate by race/ethnicity of head of household, 2019. DataHaven analysis (2021) of US Census Bureau American Community Survey 2019 5-year estimates.

Figure 5. Homeownership rates by age and race/ethnicity of head of household, Tolland County, 2019. DataHaven analysis (2021) of US Census Bureau American Community Survey 2019 5-year public use microdata sample (PUMS) data, accessed via IPUMS. Steven Ruggles, Sarah Flood, Sophia Foster, Ronald Goeken, Jose Pacas, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 11.0 [dataset]. Minneapolis, MN: IPUMS, 2021. https://doi.org/10.18128/D010.V11.0

Figure 6. Housing cost-burden rates by race/ethnicity, Tolland County, 2019. DataHaven analysis (2021) of Ruggles, et al. (2019).

Table 5. Overcrowded households by race/ethnicity of head of household, 2019. DataHaven analysis (2021) of US Census Bureau American Community Survey 2019 5-year estimates.

Figure 7. Public K–12 student enrollment by race/ethnicity per 100 students, 2019–2020. DataHaven analysis (2021) of 2019–2020 school year enrollment data from the Connecticut State Department of Education, accessed via EdSight at http://edsight.ct.gov At the school district level, not all groups may be shown due to CTSDE data suppression rules for small enrollment counts, even though they may represent more than 1% of the school district population.

Figure 8. Selected academic and disciplinary outcomes by student race/ethnicity, 2018–2019. DataHaven analysis (2021) of 2018–2019 school year testing (8th grade English/language arts), discipline, and four-year graduation data from the Connecticut State Department of Education, accessed via EdSight. Because students can be suspended more than once in a school year, the suspension rate is given as the number of reported suspensions per 1,000 enrolled students rather than a percentage.

Figure 9. Educational attainment by race/ethnicity, share of adults ages 25 and up, 2019. DataHaven analysis (2021) of US Census Bureau American Community Survey 2019 5-year estimates.

Table 6. Jobs and wages in Bolton's 5 largest sectors, 2019. DataHaven analysis (2021) of annual employment data from the Connecticut Department of Labor. Note that in some cases, especially for smaller towns, data have been suppressed. Available at https://www1.ctdol.state.ct.us/lmi/202/202_annualaverage.asp

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Figure 10. Median income by race/ethnicity and sex for full-time workers ages 25 and over with positive income, 2019. DataHaven analysis (2021) of Ruggles, et al. (2019).

Figure 11. Unemployment rate by race/ethnicity, 2019. DataHaven analysis (2021) of US Census Bureau American Community Survey 2019 5-year estimates.

Figure 12. Median household income by race/ethnicity of head of household, 2019. DataHaven analysis (2021) of US Census Bureau American Community Survey 2019 5-year estimates.

Table 7. Selected household economic indicators by race/ethnicity of head of household, 2019. DataHaven analysis (2021) of US Census Bureau American Community Survey 2019 5-year estimates.

Table 8. Households with no vehicle at home by race/ethnicity of head of household, 2019. DataHaven analysis (2021) of US Census Bureau American Community Survey 2019 5-year estimates.

Figure 13. Distribution of population by neighborhood income level, Tolland County, 1980–2019. DataHaven analysis (2021) of household income and population by Census tract. Values for 1980–2000 are from the US Census Bureau Decennial Census, provided by the Neighborhood Change Database (NCDB) created by GeoLytics and the Urban Institute with support from the Rockefeller Foundation (2012). 2019 values are calculated from US Census Bureau American Community Survey 2019 5-year estimates.

Figure 14. Life expectancy, Tolland County by Census tract, 2015. Data from National Center for Health Statistics. U.S. Small-Area Life Expectancy Estimates Project (USALEEP): Life Expectancy Estimates Files, 2010–2015. National Center for Health Statistics. 2018. Available at https://www.cdc.gov/nchs/nvss/usaleep/usaleep.html

Figure 15. Uninsured rate among adults ages 19–64 by race/ethnicity, 2019. DataHaven analysis (2021) of US Census Bureau American Community Survey 2019 5-year estimates.

Figure 16. Preventive care measures, share of adults by Census tract, Tolland County. Data from PLACES Project. Centers for Disease Control and Prevention.

Figure 17. Selected health risk factors, share of adults, 2015–2018. DataHaven analysis (2021) of 2015 & 2018 DataHaven Community Wellbeing Survey. Available at https://ctdatahaven.org/reports/datahaven-community-wellbeing-survey

Figure 18. Selected health indicators by age and race/ethnicity, share of adults, Greater Hartford, 2015–2018. DataHaven analysis (2021) of 2015 & 2018 DataHaven Community Wellbeing Survey.

Figure 19. Chronic disease prevalence, share of adults by Census tract, Tolland County. Data from PLACES Project. Centers for Disease Control and Prevention.

Table 9. Selected mental health indicators, share of adults, 2015–2018. DataHaven analysis (2021) of 2015 & 2018 DataHaven Community Wellbeing Survey.

Figure 20. Age-adjusted semi-annual rates of drug overdose deaths per 100,000 residents by race/ethnicity, 2015–2020. DataHaven analysis (2021) of Accidental Drug Related Deaths 2012–2018. Connecticut Office of the Chief Medical Examiner. Available at https://data.ct.gov/resource/rybz-nyjw. Rates are weighted with the U.S. Centers for Disease Control and Prevention (CDC) 2000 U.S. Standard Population 18 age group weights available at https://seer.cancer.gov/stdpopulations

Figure 21. Share of drug overdose deaths involving fentanyl, 2015–2020. DataHaven analysis (2021) of Accidental Drug Related Deaths 2012–2018. Connecticut Office of the Chief Medical Examiner.

Figure 22. Annualized average rates of new cases of selected sexually transmitted infections per 100,000 residents, 2001–2003 through 2016–2018. DataHaven analysis (2021) of data from Centers for Disease Control and Prevention. NCHHSTP AtlasPlus. Updated 2019. https://www.cdc.gov/nchhstp/atlas/index.htm

Figure 23. Annualized average rate of new HIV diagnoses per 100,000 residents ages 13 and over, 2016–2018. DataHaven analysis (2021) of data from Centers for Disease Control and Prevention. NCHHSTP AtlasPlus.

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Table 10. Selected birth outcomes by race/ethnicity of parent giving birth, 2016–2018. DataHaven analysis (2021) of data from the Connecticut Department of Public Health Vital Statistics. Retrieved from https://portal.ct.gov/DPH/Health -Information-Systems--Reporting/Hisrhome/Vital-Statistics-Registration-Reports

Figure 24. Maternal mortality rate per 100k births, Connecticut, 2013–2017. America's Health Rankings analysis of CDC WONDER Online Database, Mortality files, United Health Foundation. Retrieved from https://www.americashealthrankings .org

Table 11. Households living in structures built before 1960 by race/ethnicity of head of household, 2019. DataHaven analysis (2021) of US Census Bureau American Community Survey 2019 5-year estimates.

Figure 25. Residents' ratings of community cohesion measures, share of adults, 2015–2018. DataHaven analysis (2021) of 2015 & 2018 DataHaven Community Wellbeing Survey.

Figure 26. Part I crime rates per 100,000 residents by town / jurisdiction, 2019. DataHaven analysis (2021) of 2019 Crimes Analysis Offenses. Connecticut Department of Emergency Services and Public Protection. Available at https://portal.ct .gov/DESPP/Division-of-State-Police/Crimes-Analysis-Unit/Crimes-Analysis-Unit

Table 12. Residents' ratings of local government, share of adults, 2015–2018. DataHaven analysis (2021) of 2015 & 2018 DataHaven Community Wellbeing Survey.

Figure 27. Registered voter turnout, 2018–2020. DataHaven analysis (2021) of data from the Connecticut Office of the Secretary of the State Elections Management System. Available at https://ctemspublic.pcctg.net

Figure 28. EPA Environmental Justice Index by block group, Tolland County. United States Environmental Protection Agency. 2019 version. EJSCREEN. Retrieved from https://www.epa.gov/ejscreen

Figure 29. Residents' ratings of local walkability measures by race/ethnicity, share of adults, 2015–2018. DataHaven analysis (2021) of 2015 & 2018 DataHaven Community Wellbeing Survey.

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ABOUT DATAHAVEN

DataHaven is a non-profit organization with a 25-year history of public service to Connecticut. Our mission is to empower people to create thriving communities by collecting and ensuring access to data on well-being, equity, and quality of life. DataHaven is a formal partner of the National Neighborhood Indicators Partnership of the Urban Institute in Washington, D.C.

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Bolton Diversity Commission

Working Definitions

1. **DIVERSITY**– the condition of having or being composed of differing elements, including an infinite range of individual unique characteristics, identifies and experiences such as race, gender, ideology, sexual orientation, age, physical ability, socioeconomic status, educational background, geographic location, marital and parental status and more.
2. **INTERSECTIONALITY** – the interconnected nature of social categorizations such as race, class, gender, ethnicity, age etc. as they apply to an individual or group, that create overlapping and interdependent systems of lived experience and identify. (For example, one's gender identity may impact one's experience/treatment of their racial identity and vice versa).
3. **PREJUDICE**- A preconceived feeling or opinion (usually negative) about someone based on that person's perceived group membership (e.g. race, class, gender, sexual orientation, ability, etc.) that is not based on actual experience or reason. Types of prejudice include ageism, homophobia, sexism, racism, xenophobia, ableism, classism,
4. **BIAS** - an inclination for or against a person, idea or thing.
5. **IMPLICIT BIAS** – an inclination for or against a person, idea or thing that a person is not consciously aware of. Everyone has them. Typically learned through the process of socialization or a previous isolated experience.
6. **DISCRIMINATION** – behavior or actions, usually negative, towards an individual or group of people on the basis of a group identity, such as race, gender, social class, etc, resulting in different treatment between groups. Typically the result of prejudice/bias/implicit bias.
7. **OPPRESSION**- a combination of prejudice and intuitional power (such as patterns of behavior, policies or practices) that creates a system that regularly and severely discriminates against or disadvantages some groups and benefits other groups.
8. **MICROAGRESSION** – everyday interactions or behaviors, whether intentional or unintentional, that communicate some sort of negative bias towards attitudes towards historically marginalized groups. (Examples- following a black person around a store, commenting on how well someone who is perceived to not be white speaks English, etc.)
9. **EQUALITY** – each individual or group of individuals receiving the same resources or opportunities
10. **EQUITY** – the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically. The achievement of equal OUTCOMES, which may require the unequal provision of resources or opportunity to address imbalances created by systems of oppression.