

TOWN OF BOLTON
BOLTON DIVERSITY COMMISSION
January 18, 2022 – 7:00 p.m.
REGULAR MEETING MINUTES

The Diversity Commission met on January 18, 2022 with the Chair Amanda Gordon presiding. Also, in attendance were: Vice Chair Kawan Gordon, Cheryl Udin, Jennifer Cyr, John Toomey, Rhea Klein, Anne Decker, Milton Ives and Paula Meyers. Also in attendance was First Selectman Pam Sawyer.

1. Call to Order

A. Gordon called the meeting to order at 7:02 pm

2. Introductions - New Members

New member Milton Ives was introduced.

3. Public Comment

There was no public comment

4. Approval of Minutes

a. Motion: I move that we accept the minutes of 12/21/21

By: Anne Decker Seconded: Cheryl Udin

Voting For – 8 in favor

Abstained: - 1 Abstention - Milton Ives

5. Presentation: Trooper Jonathon Santiago –

a. Trooper Santiago was not able to attend. John Toomey will try to have him attend the next meeting

6. Brief Review of 2021 Bolton Equity Profile (attached)

- a. A. Gordon presented the 2021 Bolton Equity Profile as another resource to consider in assessing Bolton climate. Some areas that were called out were:
- i. Housing burden – 26% of Bolton residents are considered Cost burdened (spend 30% or more of income on housing costs).
 - ii. Education – p. 15 LatinX students much more likely to be suspended in Bolton.
- Should be noted that statistics are out of whack because of how small the student population is.
 - R. Klein informed the group that she did ask the superintendent about what training they have for diversity, and was provided some info

7. Summary of Feedback from Board of Selectmen

- a. A. Gordon attended the meeting of the BOS on 1/4/22 and gave an overview of what has been reviewed by this group in the past and asked the questions regarding the BOS charge to the committee. She informed the group that the overall response was positive and BOS is behind the work of the commission. When we have a complete plan we are to go back for approval.

8. Review of Working Definitions (attached)

- a. A. Gordon provided a draft of working definitions, which the group reviewed.
- b. The group discussed the use of including “commentary” or explanations with the definition as opposed to keeping it as a strict definition. The consensus was that explanations would be helpful to further clarify where the group uses the definition and for common language and understanding. However, it would be good to separate it from the actual definition so as not to be confusing
- c. A. Gordon will update the document to include changes discussed and the group should be prepared to vote at next meeting.

9. Review of Proposed Commission Activities

- a. A. Gordon reviewed the list of possible activities from the last meeting and asked if anyone had additions.
 - i. A suggestion was made to use the town newsletter/bulletin to highlight certain topics.

10. Prioritization and Development of Work Plan for the Commission

- a. A. Gordon asked for recommendations for next steps
 - i. The group decided by consensus that a survey would be a good next step in order to assess the pulse of the town, and identify strengths, weaknesses, concerns and solicit ideas for improvement. Also to see if there are certain group identities experiencing issues over other groups.
 - ii. It was decided that there would be separate questions for school-aged students vs. questions for the general community.
 - iii. Due to the limited time the group formed subcommittees to work on the questions:
 - 1. A. Gordon and J. Cyr would work on general questions
 - 2. R. Klein and A. Decker would work on the school survey questions.
 - 3. M. Ives will work on a distribution plan.
- b. Purpose of survey is to find out concerns/strengths and weaknesses in Bolton when it come and solicit ideas for improvement
- c. Get handle on are there types of population that are experiencing issues over others (group identities).

- d. A draft of the survey will be tested on a smaller audience (friends and family) before finalizing.
- e. The final version will go to the BOS for approval, along with a recommendation of the target audience, the timeline, when we will report back and any cost.

11. Other Business

There was no other business

12. Adjournment – adjourned meeting by consensus at 8:20

Respectfully Submitted,

Paula Meyers

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