



# BOLTON DIVERSITY COMMISSION

Presentation on Student Body Survey &  
Final Recommendations to the Board of Selectmen

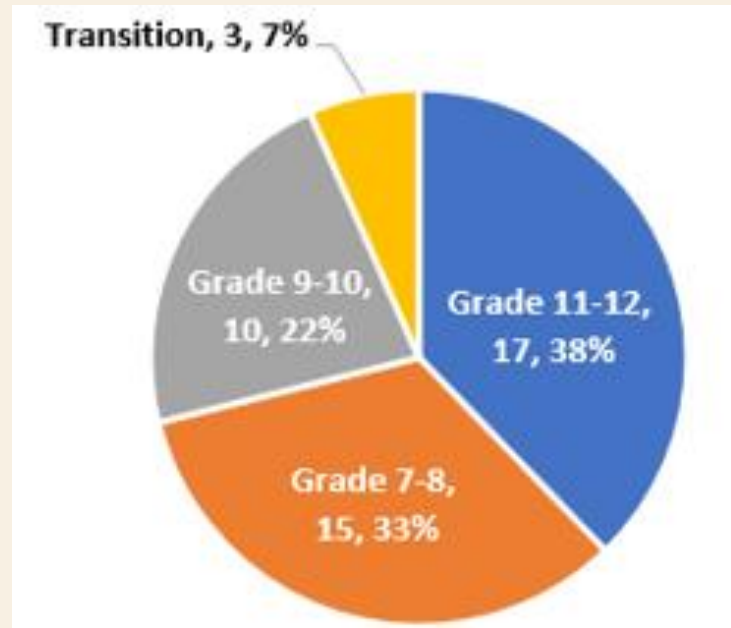


# STUDENT BODY SURVEY RESPONSES

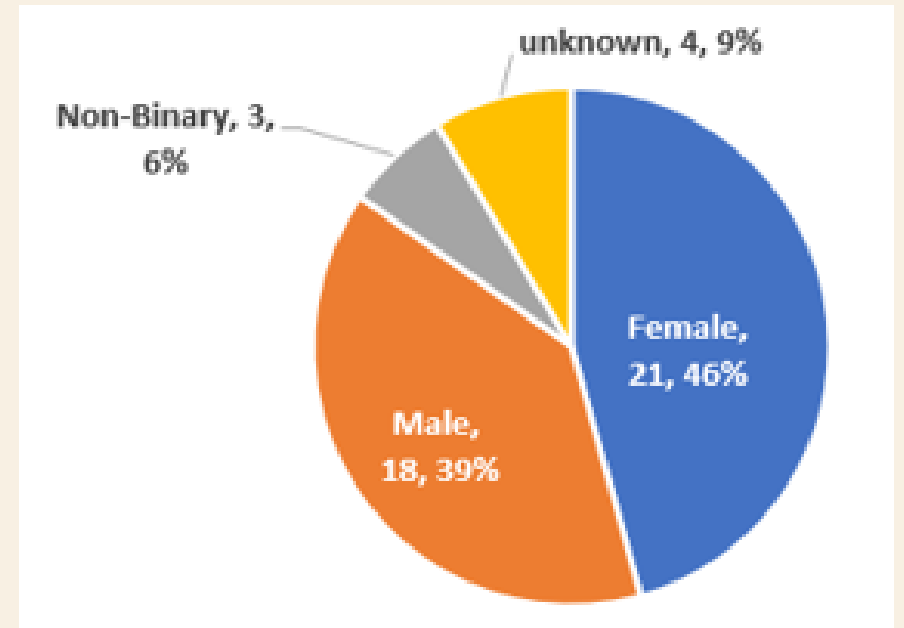
**46 or 13.1%**

Based on a comparison to data from the Connecticut Department of Education, Females and Gender Non-Binary individuals were overrepresented in the survey responses. However, we know the CT Dept Of Ed. Data is inaccurate as they reported zero for gender non-binary and we know some individuals do identify that way according to survey results.

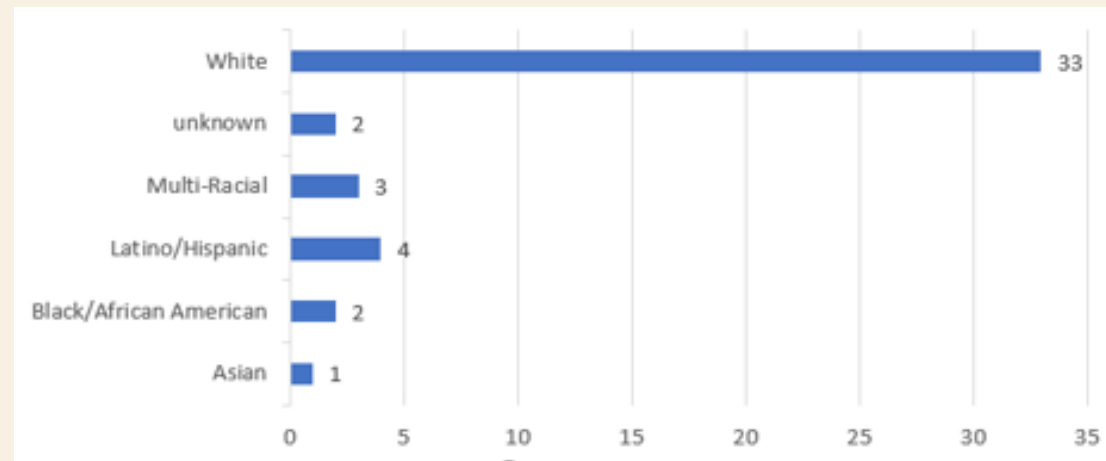
# RESPONDENTS



**GRADE**



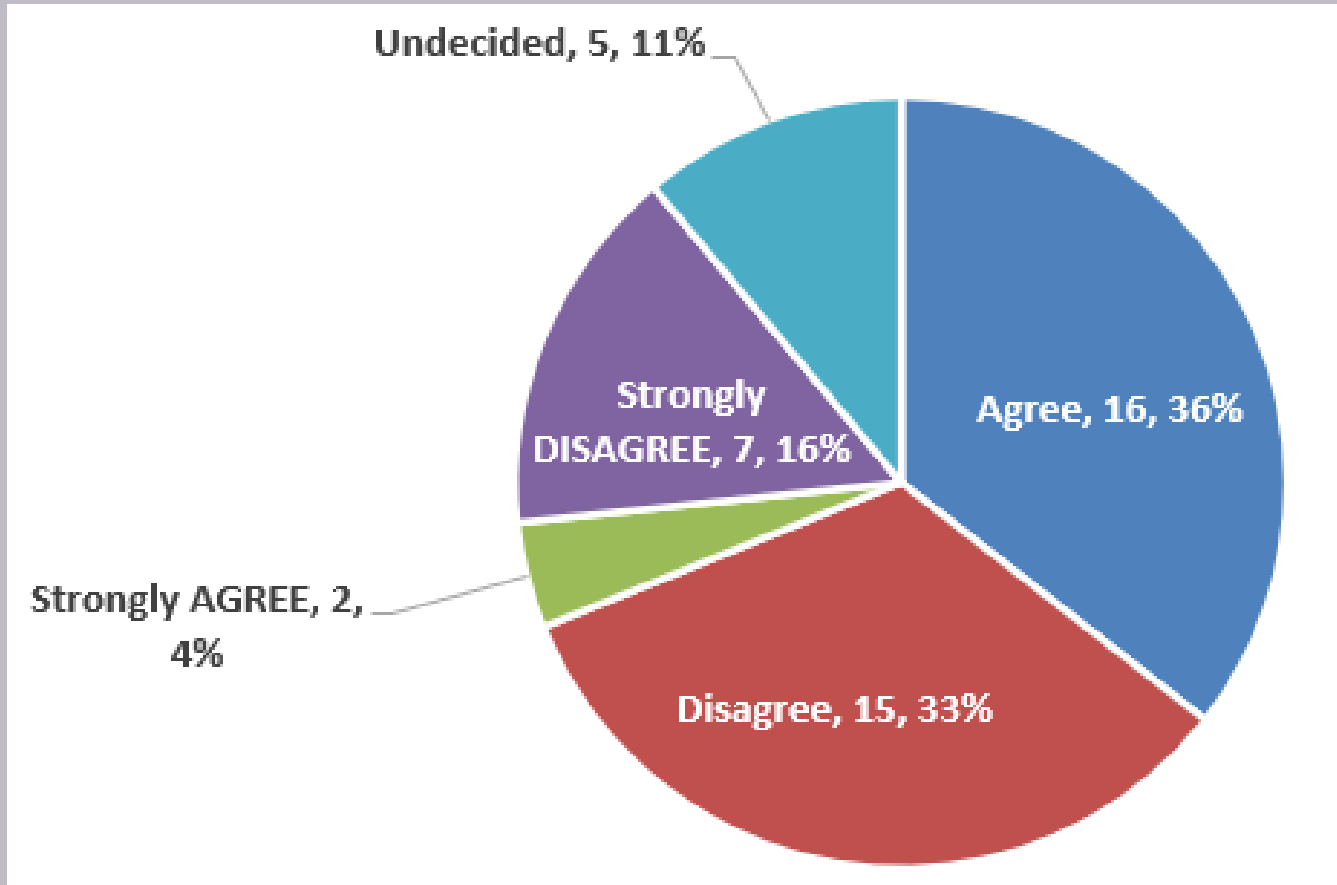
**GENDER**



**RACE**

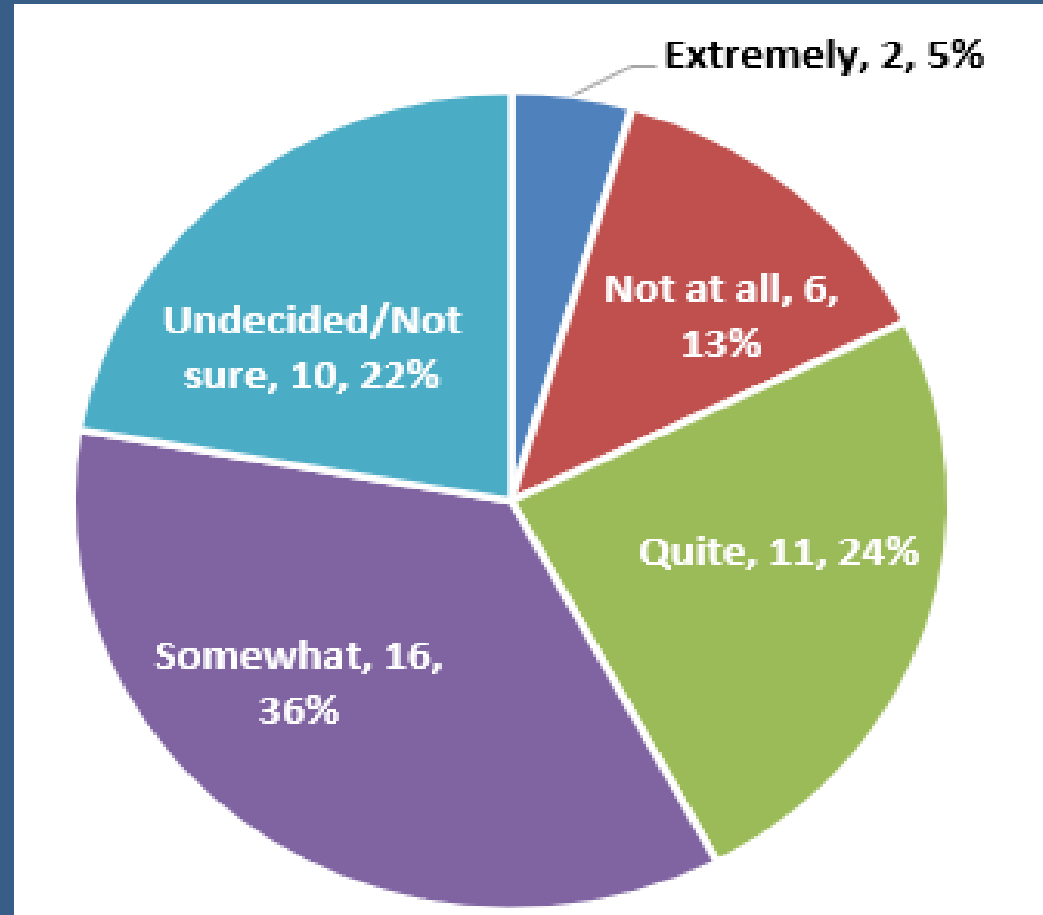
# DIVERSITY

HOW DO YOU FEEL ABOUT THIS STATEMENT: "I BELIEVE THAT BOLTON SCHOOLS ARE DIVERSE."



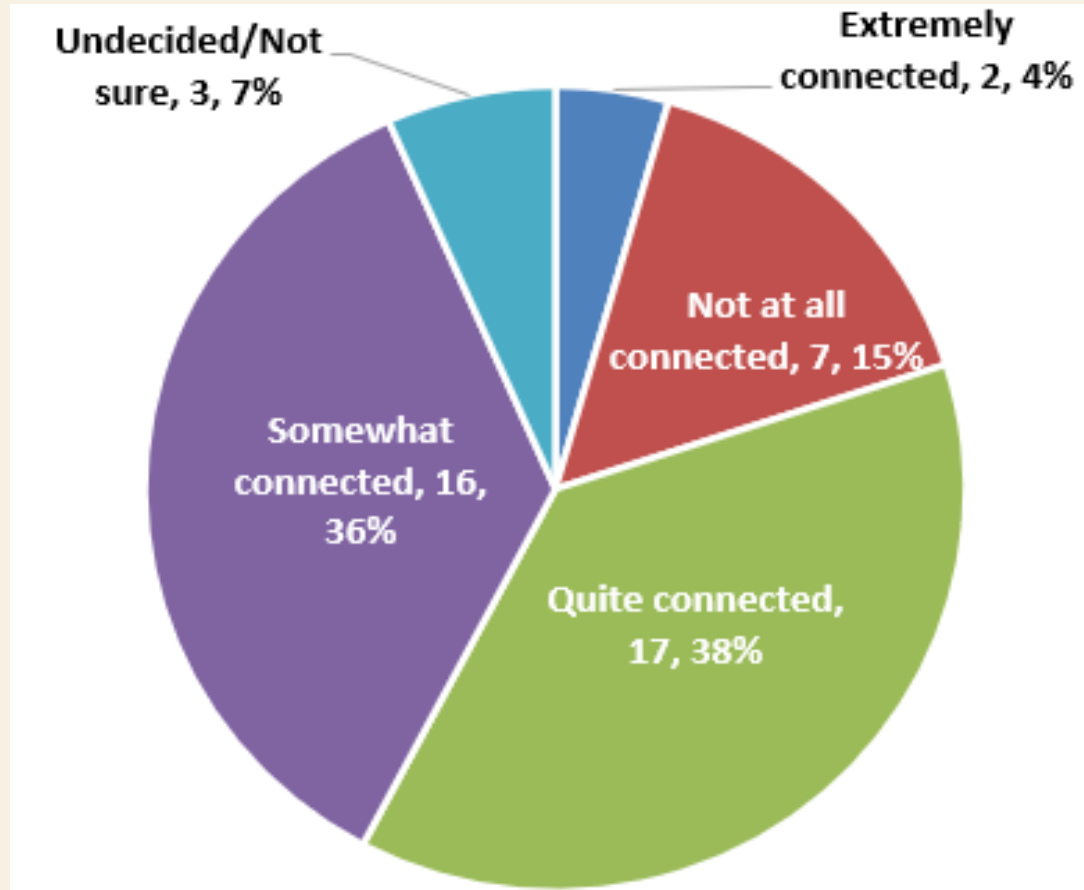
# UNDERSTANDING

HOW WELL DO PEOPLE AT YOUR SCHOOL UNDERSTAND YOU AS A PERSON?



# CONNECTION

HOW CONNECTED DO YOU FEEL TO THE ADULTS AT YOUR SCHOOL?



# GROUP DIFFERENCES

## Grade Level

Females had less favorable responses than the avg.

Non-binary individuals were more like to spend time in and outside of school with folks who are different than them.

## Race/Ethnicity

BIPOC students responded more favorably than avg. except about being connected to adults at the school and whether or not people from differing identities are treated fairly.

## Gender Identity

High schools responded less favorably than middle schoolers  
Middle schoolers were less likely to spend time with people of differing identities inside and out of school

# FINDINGS

In looking at the results of the survey and the above analysis as detailed above several themes emerged that are worth elevating and that were utilized to inform the Committee Recommendations below.

- Overall responses seem to indicate that as a whole the Bolton Public Schools (BPS) system is doing well in terms of being welcoming and respectful to much of the student body.
- There was a lack of consensus on whether respondents felt that the BPS systems are diverse, however, slightly more respondents indicated that it is not.
- Respondents were also split about whether or not they would recommend the school system. Many comments centered around the size of the school with some seeing it as a benefit and others seeing it as a drawback to finding people they can fit in with.
- Gender and LGBTQIA+ identities were raised as reasons that some students felt there is unequal or mistreatment within the school system by teachers, staff or other students.
- The staff of BPS, from a race/ethnicity perspective is far less diverse than the student body at 1% compared to 20% respectively.



# RECOMMENDATIONS BASED ON STUDENT SURVEY

Based on the findings of this survey as well as data collected during the analysis of this survey and the limitations of this survey, the Diversity Commission recommends the following actions.

- The BPS system should strive to recruit more diverse staff and teachers that better represent the make-up of the student body.
- More comprehensive feedback from the student body around DEI issues is suggested with the potential for adding an Equity and Inclusion subcommittee to the student council in order to elevate and solve any issues in real time, and ensure school events engage and are welcoming to diverse populations.
- It is suggested that DEI training be incorporated into the curriculum if it is not already. It is also suggested that some staff (like counselors) might benefit from taking additional DEI training above and beyond that which is required for all staff.
- The BOE should consider how it can affordably/creatively provide more opportunities for students outside of school hours.
- The BOE should adopt an Equity and Inclusion statement as part of their mission and vision statements to ensure that they are setting a tone for students, staff and parents that diversity is valued and equity and inclusion are part of the goal.



# FINAL COMMISSION RECOMMENDATIONS

# RECOMMENDATIONS

While the commission members believe we should have a permanent commission on Diversity Equity and Inclusion, we are not sure that there would be sufficient numbers of volunteers to fill positions at this time. In lieu of having a permanent commission below are steps the board of selectmen should take towards making Bolton equitable and inclusive

- **Adopt the drafted statement on equity and inclusion**
- **Conduct an accessibility assessment and develop an improvement plan**
- **Make all public restrooms with only one toilet gender neutral**
- **Create and implement a plan to recruit, hire and retain more diverse staff for the town and the school system**
- **Add a brief DEI statement to the charge for each town Board or Commission**
- **Assign at least one town staff to be responsible for working with other town entities, residents and businesses as necessary to implement the town's Affordable Housing Plan goals.**
- **Support citizen or regional non-profit or coalition led initiatives around DEI by providing space, technology or marketing assistance**



# THANK YOU

The members of the Ad Hoc Diversity Commission are grateful for being given the opportunity to explore this important topic with Bolton residents, elected officials and each other. We look forward to continuing work as Bolton residents committed to ensuring that our wonderful town of Bolton is accessible and welcoming to all who live, work, go to school and “play” within our borders.