

Town of Farmington, CT
Racial Equality Taskforce
Yates Room, Farmington Police Department
August 5, 2020
7:00 PM

For members of the public:

<https://us02web.zoom.us/j/84188190956>

Telephone Call in Information:

Dial: +1 312 626 6799

Webinar ID: 841 8819 0956

- A. Call to Order.
 - B. Approve the Rules of Procedure of the Taskforce.
 - C. Taskforce Introduction and Review of the Charge.
 - D. Review of the six goals of the charge and immediate action items.
 - E. To discuss the timeline of the goals and action items.
 - F. To approve a Meeting Schedule **(Please bring your calendars.)**
 - G. Public Comment.
 - H. Adjournment.
- cc: Committee Members
Paula Ray, Town Clerk

*Committee members are invited to attend this meeting in person, if they feel comfortable. All social distancing guidelines will be followed. Attendees of the meeting must attend virtually.

Agenda Item B

Approve the Rules of Procedure of the Taskforce.

NOTE: A draft of the rules of procedure of the Taskforce will be available at the meeting.

Agenda Item C

Taskforce Introduction and Review of the Charge.

NOTE: This is our opportunity to introduce ourselves to each other and the Farmington Community. Nancy Parent will review the Charge and as a taskforce we will discuss each objective.

/Attachment

To establish a taskforce to examine and create a plan to develop strategies and community partnerships to address racial inequality, to educate residents and to increase awareness about Black Lives by identifying areas of improvement in the Community and to recommend an Action Plan to eliminate factors that lead to inequality.

The taskforce will be charged with the following objectives:

1. To hold meetings with residents to identify issues in the community that have led to unequal treatment based on race and to engage residents through holding community forums, dialogue groups, and training workshops on implicit bias; to develop a campaign to increase public awareness of these issues.
2. To analyze the current Town services in collaboration with the Town Manager to increase transparency, to address racial inequality and to develop initiatives and measurable goals.
3. To collaborate with and support the Farmington Valley Health District in their mission to incorporate and adopt principles of social justice into everyday public health practice.
4. To support the Board of Education in their efforts to ensure anti-racism, social justice and equity within the PreK-12 school system in collaboration with the Superintendent of Schools.
5. To analyze current procedures and policies of the police department in collaboration with the Chief of Police, including use of force; to increase transparency to address racial inequality and to develop initiatives and measurable goals in collaboration with the Chief of Police.
6. To encourage a diverse workforce by providing education and training to local businesses in the areas of racial inequalities; and to research possible incentives to increase the number of Black owned businesses in collaboration with the Economic Development Director.

AND,

Due to the urgency of this topic, the taskforce will provide the Town Council with a timeline for the Action Plan and a report on its progress at the October 13, 2020 Town Council Meeting,

AND,

The taskforce will provide regular quarterly reports to the Town Council and the public on its progress.

AND,

The taskforce will provide an Action Plan, including an analysis of the objectives and the recommended initiatives, programs and future actions to the Town Council to continue addressing racial inequality in our community based on the timeline provided by the taskforce.

AND,

To Appoint the Following Members to the Sub-Committee:

- Joseph Capodiferro, Town Council Liaison
- Edward Giannaros, Town Council Liaison
- Kay Higgins, Human Relations Liaison
- Bill Beckert, Board of Education Liaison
- Sarah Smith, Community Member
- Yahmina Penn, Community Member
- Neika Thompson, Community Member
- Jeremy Mclaurin, Community Member
- Chris Cloud, Community Member
- Jessica Harrison, Community Member
- Tanner Muszynski, Farmington High School Student or Recent Alumni
- Issac Varghese, Farmington High School Student or Recent Alumni

AND,

The Following Non-Voting Members:

- Nancy Parent, Staff Liaison
- Kory Vincent, Police Department Liaison
- Anna Savastano, Clerk
- Various Town and School administration as needed

Agenda Item D

Review of the six goals of the charge and immediate action items.

Goal	Potential Action Items
To hold meetings with residents to identify issues in the community that have led to unequal treatment based on race and to engage residents through holding community forums, dialogue groups, and training workshops on implicit bias; to develop a campaign to increase public awareness of these issues.	Coordinate the First Public Meeting/Community Conversation in August. (May need a sub-committee to help organize.)
To analyze the current Town services in collaboration with the Town Manager to increase transparency, to address racial inequality and to develop initiatives and measurable goals.	Create a sub-committee to meet and brainstorm with the Town Manager.
To collaborate with and support the Farmington Valley Health District in their mission to incorporate and adopt principles of social justice into everyday public health practice.	Request the Farmington Valley Health Department give a presentation to the Taskforce.
To support the Board of Education in their efforts to ensure anti-racism, social justice and equity within the PreK-12 school system in collaboration with the Superintendent of Schools.	Request the Board of Education give a presentation to the Taskforce.
To analyze current procedures and policies of the police department in collaboration with the Chief of Police, including use of force; to increase transparency to address racial inequality and to develop initiatives and measurable goals in collaboration with the Chief of Police.	Request the Police Department give a presentation to the taskforce. Additionally, request that the Police Department give a formal presentation to the Town Council and Taskforce on use of force and ultimately prepare a presentation to the public.
To encourage a diverse workforce by providing education and training to local businesses in the areas of racial inequalities; and to research possible incentives to increase the number of Black owned businesses in collaboration with the Economic Development Director.	Create a sub-committee to meet and brainstorm with the Economic Development Director.

NOTE: The chart above is a starting point to provide examples of initial action items that the group may chose to explore.

Agenda Item E

To discuss the timeline of the goals and action items.

NOTE: The Town Council charged the taskforce with creating a timeline for the Action Plan and a report on its progress at the October 13, 2020 Town Council Meeting.

At our meeting, we will start to develop our action items and attach deadlines so we can start formulating the timeline. We anticipate that this may take a few meetings to finalize. In the meantime, we will continue to work on the initial action items that the taskforce develops. (See Agenda Item D for examples.) Completion of the initial action items will help in the development of the timeline.

Agenda Item F

To approve a Meeting Schedule **(Please bring your calendars.)**

NOTE: The taskforce should begin to create a schedule between now and October 13, 2020 based on the goals.