

Minutes  
Town of Farmington, CT  
Racial Equality Taskforce  
Town Hall - Council Chambers/Online Webinar  
September 9, 2020  
7:00 P.M.

**Attendees**

Joseph Capodiferro  
Edward Giannaros  
Kay Higgins  
Sarah Smith  
Yahmina Penn  
Nieka Thompson  
Jeremy McLaurin  
Chris Cloud  
Jessica Harrison  
Tanner Musznski

**Staff**

Nancy Parent  
Kory Vincent  
Anna Savastano

- A. **Call to Order.**  
Nancy Parent called the meeting to order at 7:02PM.
- B. **Public Comment.**  
Jay Tulin (See Attachment 1)
- C. **Reading of the Minutes.**
- 1) **To approve the attached August 19, 2020 minutes.**  
Upon a motion made and seconded (McLaurin/Cloud) it was unanimously VOTED: to approve the August 19, 2020 minutes.
  - 2) **To approve the attached August 26, 2020 minutes.**  
Upon a motion made and seconded (Giannaros/McLaurin) it was unanimously VOTED: to approve the August 26, 2020 minutes.
- D. **Discussion of the six goals of the charge and immediate action items.**  
The group had a discussion on the goals and immediate action steps. They worked on creating an Action Plan with a timeline. This document is a working document that will be updated regularly until its submission to the Town Council. (See Attachment 2)
- E. **Discussion of the format for upcoming presentations.**  
Nancy Parent discussed the format for the upcoming presentations. She asked that group members submit their questions for the speakers ahead of time

whenever possible. Nancy briefly discussed Freedom of Information Laws and explained to the group what materials are included under that law.

**F. Adjournment.**

Upon a motion made and seconded (Higgins/McLaurin) the meeting adjourned at 7:42pm.

Respectfully Submitted,



Anna Savastano  
Management Analyst  
Clerk

DRAFT

Jay Tulin

As many of you may know when this task force was developed I had advocated for the charge to be broader in order to include other forms of bias in particular anti-semitism. That in no way implies that I do not support the work of this task force. My viewpoint is based on what seems like daily anti-semitic incidents and in particular the Zoom meeting hosted by Voices of Hope here in Farmington about the holocaust that was hacked with swastikas and anti-semitic words. I also have felt that there are definite similarities between the Black and Jewish communities. I discovered and wanted to make you aware that the American Jewish Committee and the National Urban League are Zooming several webinars in recognition of Black Jewish Unity Week. I have posted the itinerary on my Facebook page. I do recognize that your very important charge is in place and am looking forward to your recommendations but felt compelled to at least make the members of the task force aware that this does exist and just exemplifies the similarities that exist. Thanks for the opportunity.

## ACTION PLAN

GOAL 1	CURRENT STATUS	FUTURE ACTION	ACTION STEP
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.	Gather information regarding current issues and town statistics.	Coordinate the First Public Meeting/ Community Conversation. Form subcommittee by Dec. 3, 2020.	
	<b>By October 30, 2020</b>	<b>Before June 30, 2021</b>	
GOAL 2	CURRENT STATUS	FUTURE ACTION	ACTION STEP
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.	Town Manager's Office will give a presentation to the taskforce.	Form a subcommittee(s) to meet and brainstorm with Town Manager's Office to develop goals and action items.	-Researching ways to attract a diverse workforce -Researching additional employee training opportunities
	<b>Scheduled</b>	<b>Before Dec. 31, 2020</b>	
GOAL 3	CURRENT STATUS	FUTURE ACTION	ACTION STEP
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.	Farmington Valley Health Department will give a presentation to the taskforce.	Begin process of declaring racism a public health crisis. Develop goals and action items based on presentation.	
	<b>Scheduled</b>	<b>Before Dec. 31, 2020</b>	
GOAL 4	CURRENT STATUS	FUTURE ACTION	ACTION STEP
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.	Board of Education will give a presentation to the taskforce.	Small group to meet and brainstorm with BOE to develop goals and action steps.	-Donating diverse books to schools -Actively recruit a diverse workforce -Adopting a more diverse curriculum -Requirement for all teachers to have diversity training from an outside consultant
	<b>Scheduled</b>		
GOAL 5	CURRENT STATUS	FUTURE ACTION	ACTION STEP
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.	Police Chief Paul Melanson gave a presentation to the taskforce about current policies and initiatives.	PD will give a formal presentation to the Town Council and taskforce on use of force, followed by presentation to the public.	- Review Police Accountability Bill to further understand the language and impact of the bill that the Police Chief Association/Legislature is still reviewing
		Small group to meet with to go through the Police Accountability Bill	Actively recruit a more diverse staff for the police force
		Presentation of the current diversity training	Community Policing/Youth Engagement
			Increase the amount of diversity training (frequency and depth of training) Examining quality of the programming
	<b>Completed August 26, 2020</b>	<b>Before Dec. 31, 2020</b>	

GOAL 6	CURRENT STATUS	FUTURE ACTION	ACTION STEP
<p>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.</p>	<p>Economic Development Director Rose Ponte will give a presentation to the taskforce.</p>	<p>Small group to meet and brainstorm with EDD to develop goals and action steps.</p>	<ul style="list-style-type: none"> <li>-Research resources the Town can provide to Black and Brown business owners.</li> <li>-Actively pursue incentives to promote procurement opportunities for Black and Brown owned businesses.</li> <li>-Encourage/Actively Recruit a diverse workforce within the business community</li> </ul>
	<p><b>Scheduled</b></p>	<p><b>Before Dec. 31, 2020</b></p>	