

ACTION PLAN

GOAL 1	CURRENT STATUS	ACTION STEP
<p>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.</p>	<p>Gather information regarding current issues and town statistics.</p>	<ol style="list-style-type: none"> 1. To work with the Social Services Department to promote the Color of Justice program and other initiatives that promote awareness to diversity. 2. To form a subcommittee to create a website and/or mailing that highlights the work done on the Racial Equality Taskforce and throughout Town and to provide online resources for residents to learn about racial equity issues. 3. To create a “Social Media Etiquette” campaign to promote responsible social media use. 4. To create a subcommittee to organize and host multiple facilitated focus groups (open to all residents) to participate in learning, sharing, and education about race and diversity matters. 5. To create a working group to host a community march and/or community activity (“family day”) 6. To recommend that the Town Council commits or reprioritizes funds (if needed) to assist in the above action steps. 7. To recommend a campaign to increase participation on Town Boards & Commissions from minority groups.
	<p>Complete: 12/30/20</p>	

GOAL 2	CURRENT STATUS	ACTION STEP
<p>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.</p>	<p>Town Manager's Office will give a presentation to the taskforce.</p>	<ol style="list-style-type: none"> 1. To recommend to the Town Council that they add a strategic plan goal in regard to zero tolerance for racism in Farmington. 2. To recommend that the Town Manager add appropriate action steps to Department Head goals. 3. To form a subcommittee to provide a list to the Town Manager on recommended programs and services for racial bias training for employees and increasing efforts to diversify recruitment. 4. To recommend that the Town hire an Equity and Inclusion Consultant. 5. To recommend that the Town recognize Juneteenth as a national holiday. 6. To recommend that the Town Manager discuss the changing of Columbus Day to Indigenous Peoples' Day during union contract negotiations. 7. To recommend that the Town Council commits funds (if needed) to assist the Town Manager in the above action steps.
	<p>Complete: 10/4/20</p>	

GOAL 3	CURRENT STATUS	ACTION STEP
<p>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.</p>	<p>Farmington Valley Health Department will give a presentation to the taskforce.</p> <p>Complete: 9/23/20</p>	<ol style="list-style-type: none"> 1. To review and to provide feedback of the Farmington Health District's declaration that racism and oppression is a public health crisis. 2. To recommend to the Town Council that they declare Racism and Health Disparities as a Public Health Crisis. 3. To support the Advisory Board of the Public Health District .

GOAL 4	CURRENT STATUS	ACTION STEP
<p>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.</p>	<p>Board of Education will give a presentation to the taskforce.</p>	<ol style="list-style-type: none"> 1. To recommend that the Town Council request that the Board of Education include their equity plan articulated in the FPS School and Program Development Plans and Results and Outcomes Report in the annual report submitted to the Town Council. This annual submission by the Board of Education will be included in the Town's Strategic Plan and will include updates on the plan on a yearly basis. The plan should include, but is not limited to, the recruitment strategies in regard to a diverse workplace. 2. To recommend that the Town Council request that the Board of Education form an Equity Inclusion Committee specifically for Board of Education issues that is facilitated through the Farmington Public Schools. It is further recommended that the Town Council recommend that the Board of Education's Taskforce include at least two members from the existing Town Council Taskforce, two members of the Board of Education and one Town Council member, as well as community members and School staff. <p>It is recommended that the work of the Board of Education Equity and Inclusion Committee consider the following topics:</p> <ul style="list-style-type: none"> • Mandatory Teacher diversity training from an outside consultant • Ongoing review of the curriculum (PreK-12) by the Equity and Inclusion Coordinator in partnership with curriculum writers and the Curriculum Coordinating Committee to guarantee a diverse curriculum that represents all students • Annual Summer Programming (Possible AP Readiness Session in August of each year) for students across grade levels • To develop strategies to address the achievement gap • To review teacher handbooks • To review the Code of Conduct and ensure zero tolerance of racism is consistently enforced • To ensure that all contracted employees are held to the same standards to

ensure zero tolerance of racism is consistently enforced

- To analyze and develop action steps to address the disproportionality in the disciplinary data
- To recommend more diverse materials and activities
- To review teacher recruitment and to recommend possible search committees
- To create a sense of welcome for different cultures and ethnicities through creative programs and initiatives
- To recommend that the committee re-examines calling the newly established “Day Off” Indigenous Peoples’ Day on the school calendar
- Increased communication and transparency to parents and the community

4. To recommend that the Town Council requests that the Equity and Inclusion Coordinator and Assistant Superintendent meet with the Town’s Racial Equality Taskforce and act as a liaison between the Town’s Taskforce and the Board of Education’s Equity and Inclusion Committee as needed.

**Complete:
10/21/20**

GOAL 5	CURRENT STATUS	ACTION STEP
<p>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.</p>	<p>Police Chief Paul Melanson will give a presentation to the taskforce about current policies and initiatives.</p>	<ol style="list-style-type: none"> 1. To arrange for a small working group to review the State of Connecticut Police Accountability Bill to further understand the language and impact of the bill that the Police Chief Association/Legislature is still reviewing. 2. To actively recruit a more diverse staff for the police force – (See Town Manager Goal 2) by creating a working group to make recommendations on how best to recruit diverse candidates. 3. To recommend to the Town Council that a goal be added to the Strategic Plan to provide Implicit Bias Training for the Westfarms Mall Business Owners (and other members of the Business Consortium) based on youth arrest statistics from the mall. 4. To arrange for a small working group to review the quality of the diversity training programming and to make any necessary recommendations regarding the frequency and depth of the training. 5. To foster the continued collaboration between Social Services and the Police Department with vulnerable residents and explore opportunities to formalize that relationship in accordance with the Police Accountability Bill. 6. To recommend a working group to partner with the Community Policing Unit to increase programming and positive interaction with Black youth and to educate the community on bias against Black youth. 7. To recommend that the Town Council commits or reprioritizes funds (if needed) to assist in the above action steps.
	<p>Complete: 08/26/20</p>	

GOAL 6	CURRENT STATUS	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>	<ol style="list-style-type: none"> 1. To create a focus group of Black business owners in Farmington and the surrounding areas to better understand the experiences of operating a business in Farmington compared to Towns in the surrounding areas. 2. To research resources, including HEDCO Inc. and SBA and DECD, that the Town can provide to Black and Brown business owners. 3. To identify banks and lenders that are minority focused that can be a resource to Black and Brown entrepreneurs. 4. To actively pursue economic incentives to promote procurement opportunities for Black and Brown owned businesses. 5. EDC to host a meeting to discuss implicit bias in business interactions with minority customers, employees and coworkers. 6. To initiate a campaign to encourage the Farmington business community to adopt best practices in minority recruiting, hiring and retention as well as holding focus groups with successful businesses and neighboring communities who have more diverse populations. 7. To recommend that the Town Council commits or reprioritizes funds (if needed) to assist in the above action steps.
	<p>Complete: 10/4/20</p>	