

# Easton Diversity and Inclusion Task Force (EDIT)

## Charge

### **Statement of Purpose**

The Town of Easton, CT acknowledges that implicit bias damages our community. It undermines the key foundational American principles of fairness and equity and respect for individual rights. Implicit bias inflicts severe and measurable harms on all people, especially people of color who continue to experience highly inequitable educational, social, economic, medical, environmental, and health outcomes as compared to white Americans.

Public policy experts report that population growth in the US is slowing while demographic diversity is growing. The Easton Diversity and Inclusion Task Force (EDIT) will help Easton embrace a future where diversity is an advantage.

EDIT is a resource for town leaders across all town departments, boards, and commissions on the policies and practices that most effectively undermine systemic racism in our institutions and our community. The board will advocate and advise, and offer tools and resources to help town leaders, boards, commissions, and citizens learn how to recognize and mitigate the effects of implicit bias within Easton.

### **Board Make-up and Operating Structure**

EDIT shall consist of six members appointed by the Board of Selectmen, not more than three of the same political affiliation. Three members shall be appointed to a term running until January 2, 2023, and three members shall be appointed to a term running until January 2, 2022. Thereafter, terms shall run for three years. There shall be two alternate members. The initial term of one alternate shall run until January 2, 2022, and the initial term of the second alternate shall run until January 2, 2023. Thereafter, alternates shall serve a three-year term.

The members shall choose from among their members, a chair and a secretary.

### **Initial Goals of Easton Diversity and Inclusion Task Force (EDIT)**

- Work with town department heads to promote:
  - The recruitment, retention, and promotion of people of color for town positions.

- Engaging small businesses owned or operated by people of color to bid for opportunities to do business with the Town.
- Work with the Easton and regional school boards and other education-related stakeholders to:
  - Promote the recruitment, retention, and promotion of people of color for positions within Easton and regional schools.
  - Review and evaluate as may be appropriate and permissible, curriculum changes recommended by the individual Easton and Regional Boards of Education diversity task forces to ensure lessons accurately reflect the impacts of implicit bias and overt racism on America's past, present, and future.
  - Support a student exchange program where Easton and regional students share in reciprocal visits and school field trips with surrounding, more demographically diverse school districts.
  - Support Easton and regional schools' ongoing, active participation in the State of CT's Open Choice Program that gives urban students the opportunity to attend public schools in nearby suburban towns.
  - Monitor Easton and regional school discipline records as may be appropriate and permissible, for evidence of disproportionate minority contact (DMC).
- Work with relevant town departments to document instances where:
  - Potential racial bias is in question;
  - The 911 system was potentially used to harass people of color.
- Promote and distribute high-quality anti-racism programming to all town departments, town and regional school systems, and the public.

ADOPTED BY THE BOARD OF SELECTMEN AUGUST 20,2020

COMPOSITION REVISION APPROVED BY THE BOARD OF SELECTMEN NOVEMBER 5,2020