



Equity and Justice for All Advisory Committee

Preliminary Observations & Recommendations

April 28, 2021

Committee's Charge

The establishment of an Advisory Committee to the Select Board on Equity and Justice for All, whose charge is (i) to review Town policies, procedures, and budgets for the purpose of advancing equity and justice for all, with a focus on eradicating from the Town of Milton oppression, racism, injustice, and violence against people of color (including without limitation immigrants of color), (ii) to report to the Select Board on the results of its work at least once each calendar quarter, and (iii) to make recommendations based on the results of such work for the consideration of the Select Board within eighteen (18) months from the date of appointment of a Chair of the Committee.

Committee Members

- Linda Champion
- Mark Conrad
- Frank Davis
- Karen Groce Horan
- Aldo Guerrero
- Christopher Hart
- Patricia Latimore
- Janel Lucas
- Keith McDermott
- Quincy Miller
- Lamar Reddicks
- Renisha Silva
- Reverend Lisa Ward

Committee Process

- Brainstormed to determine highest priority issues
- 4 main focus areas:
 - Police & Fire
 - Housing
 - Schools/Youth/Families
 - Town Government/Governance
- Created 4 subcommittees

Observations

- No Town-wide commitment to diversity
- Few and/or disjointed strategies to address diversity, equity and inclusion
- Town's staff/employees do not reflect the diversity of its citizens
- Low engagement/outreach to citizens of color
- Racial segregation in housing and elementary schools
- Perception and/or experience of disparate treatment
 - Police
 - Enforcement of Town policies
 - Housing

Recommendations

- Create a Town-wide diversity and inclusion statement and policy that demonstrates the Town's commitment with specific goals
- Review Town's processes and regulations to ensure equity in enforcement
- Develop approaches to clarify/enhance transparency of Town's policies and practices
 - Explore creating a DEI dashboard and annual DEI report out
- Review processes to recruit a more diverse pool for Town volunteer positions via more active outreach
- Provide information to and encourage residents of color to run for elected offices
- Require all youth sports leagues that operate on town property to have formal diversity outreach and engagement policies and practices
- Create formal budgets for Diversity, Equity & Inclusion roles/programs/initiatives

Committee Next Steps

- Investigate the value of a Town-wide equity audit
- Review civil service to determine how it limits or supports diversity, equity and inclusion in the police and fire departments
- Explore opportunities to outreach/engage residents of color more in Town governance and activities
- Meet with and discuss opportunities to improve diversity, equity and inclusion with: Town Administrator, Town Department Heads, Town Unions, Town Committees
- Outreach to community residents via survey(s) and other initiatives