

**TOWN OF BOLTON
BOLTON DIVERSITY COMMISSION
March 15, 2022 – 7:00 p.m.**

Zoom Meeting

**Call-In Number: 1-929-205-6099
Meeting ID: 898 8840 3469**

- 1. Call to Order**
- 2. Public Participation**
- 3. Approval of Minutes**
- 4. DEI Community Assessment Surveys**
 - a. Update from Board of Selectmen Meeting**
 - b. Review of marketing materials**
 - c. Survey Distribution Plan**
 - i. Role, responsibilities, timelines**
- 5. Discussion of Other Commission Activities**
- 6. Summary of Assigned Tasks**
- 7. Adjournment**

Next Meeting- April 19, 2022 at 7:00 p.m.

TOWN OF BOLTON

BOLTON DIVERSITY COMMISSION

February 15, 2022 – 7:00 p.m.

MINUTES

The Diversity Commission met on February 15, 2022 with the Chair Amanda Gordon presiding. Also in attendance were: Vice Chair Kawan Gordon, Cheryl Udin, Jennifer Cyr, John Toomey, Rhea Klein, Anne Decker, Dan Bergin, and Paula Meyers. Also in attendance was First Selectman Pam Sawyer

1. Call to Order

a) A. Gordon Called the meeting to order at 7:03 pm

2. Public Comment

b) Chris Davey – Chris previously researched, and in 2021 shared to Facebook, a history of Black residents in Bolton. He offered to make available his research on the history of Bolton’s non-white populations for the committee to use. The link: [HTTPS://tinyurl.com/9r3e7nd7](https://tinyurl.com/9r3e7nd7)

c) Rod Fournier – Attended the meeting as he is considering Joining as a committee member

3. Introductions - New Members –

d) New member Dan Bergin introduced himself

4. Approval of Minutes

a) Motion: I move that we accept the minutes of 1/18/22

- By: Cheryl Udin Second: Rhea Klein
- Voting For - 8 in favor
- Abstained – 1 abstention – Dan Bergin

5. Review of Data From FOIA

e) The committee reviewed the information J. Toomey received from Dept. of Emergency Serv. And Public Protection legal affairs:

- 0 incidents of hate crime in 2016-2021
- A Newspaper article J. Toomey found indicates 2 incidents of crimes against Asian-Americans in 2020. Could not find anything to support this nor anything to reconcile to the information he received through the FOIA request

6. Review of Surveys

a) Youth Survey Draft

- Discussed the draft Youth Survey that was prepared

b) Adult Survey

- Discussed the draft Adult Survey that was prepared

c) Distribution Plan - Discussed a potential distribution plan:

- Locations – advertise and make accessible through:
 - a. All Town social media platforms (town Facebook pages, town Instagram), as well as personal Social media.
 - b. Town bulletin
 - c. Electronic “School Backpack” program, for nonschool-related distributions
 - d. Small businesses, with permission, with possible QR code?
- Modalities
 - a. Google Doc
 - b. Hard Copies (available at library and Sr. Center)
 - c. Possible version in Spanish
- Timeline

- a. Finalize survey 2/22/22 at special meeting
- b. Present to BOS for approval at 3/1/22 meeting
- c. Accept completed Surveys for about 2 months
- d. Analyze data and present findings – May- until completion

7. Discussion of Other Commission Activities

- a) Tabled this item for future meeting

8. Summary of Assigned Tasks -

- a) Survey to be tweaked by subcommittee members for final review at special meeting to be held on 2/22/22 at 6pm
- b) P. Meyers to investigate getting the survey translated into Spanish
- c) Youth Survey Subcommittee to review survey with Superintendent K. Heckt for possible support/ recommendations

9. Adjournment

- a) Adjourned meeting by consensus at 8:43

Respectfully Submitted,

Paula Meyers

Paula Meyers

Please see minutes of subsequent meetings for corrections to these minutes and any corrections hereto.

b. A. Gordon and A. Decker will work on flyer

4. Adjournment

a. Adjourned meeting by consensus at 7:25

Next Meeting- March 15, 2022 at 7:00 p.m.

Respectfully Submitted,

Paula Meyers

Paula Meyers

School Diversity, Equity, and Inclusion Survey

The Bolton Board of Selectmen recently authorized the creation of a town Diversity Commission. We are conducting a survey about your experiences in Bolton Schools. The purpose of this study is to gather information from students to help us identify strengths and challenges related to diversity, equity, and inclusion.

All questions on this survey are entirely voluntary, but we are asking you to please help us by providing this important information so that we can fully understand survey results.

Your answers will be completely confidential and survey results will be reported in aggregate form only. We are not collecting any names or other personally identifying information.

This survey should take about 5 minutes to complete.

 **amandagordon86@gmail.com** (not shared) [Switch account](#)



DIVERSITY



1. How often do you spend time AT SCHOOL with students from different...

	Never	Sometimes	Undecided/Not sure	Frequently	Almost always
Races, ethnicities, or cultures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation or gender identities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Abilities (physical, intellectual, developmental, neurodiverse, emotional, behavioral)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



2. How often do you spend time OUTSIDE OF SCHOOL with students from different...

	Never	Sometimes	Undecided/Not sure	Frequently	Almost always
Races, ethnicities, or cultures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual orientation or gender identities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Abilities (physical, intellectual, developmental, neurodiverse, emotional, behavioral)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. In your opinion, does the curriculum presented in classes reflect the broad cultures and diversity of the nation?

- Never
- Somewhat
- Undecided/Not sure
- Frequently
- Almost always



4. How often do you think about what someone of a different race, ethnicity, or culture experiences?

- Never
- Sometimes
- Undecided/Not sure
- Frequently
- Almost always

5. How do you feel about this statement: "I believe that Bolton schools are diverse."

- Strongly DISAGREE
- Disagree
- Undecided
- Agree
- Strongly AGREE

5a. Do you have anything to add to your response in question 5?

Your answer

INCLUSION



6. How well do people at your school understand you as a person?

- Not at all
- Somewhat
- Undecided/Not sure
- Quite
- Extremely

7. How connected do you feel to the adults at your school?

- Not at all connected
- Somewhat connected
- Undecided/Not sure
- Quite connected
- Extremely connected

8. Do you feel comfortable seeking help from the adults in school if you have a concern?

- No, not at all
- Somewhat
- Undecided/Not sure
- Quite
- Yes, extremely



9. Please evaluate the following statements:

	Strongly DISAGREE	Disagree	Undecided/Not sure	Agree	Strongly AGREE
I am respected by other students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students who are LGBTQIA+ are welcome at my school. (lesbian, gay, bisexual, transgender, questioning, non-binary, intersex, asexual)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students who are NON- NATIVE ENGLISH SPEAKERS are welcome at my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students from DIFFERENT RACES, ETHNICITIES, AND CULTURES are welcome at my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Students with SPECIAL NEEDS OR DISABILITIES are welcome at my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel like I belong in my	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



school
community

9a. Do you have anything to add to your responses in question 9?

Your answer

EQUITY



10. Please evaluate the following statements:

	Strongly DISAGREE	Disagree	Undecided/Not sure	Agree	Strongly AGREE
ADULTS treat people from different races, cultures, gender identities, or abilities fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
OTHER STUDENTS treat people from different races, cultures, gender identities, or abilities fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
All students can access school events regardless of ability to pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Rules apply to everyone equally	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am provided the resources to succeed to my fullest potential	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



10a. Do you have anything to add to your responses in question 10?

Your answer

11. In your opinion, are discussions about educational equity in your school important to you? (Educational equity means that each student receives what they need to develop to their full academic and social potential)

- Not important
- Somewhat important
- Undecided/Not sure
- Quite important
- Extremely important

12. Are there equal expectations for students of all backgrounds and levels of academic performance?

- Almost never
- Sometimes
- Undecided/Not sure
- Frequently
- Almost always



13. Would you recommend the Bolton Schools to someone in a different town?
Why or why not?

Your answer

14. What else would you like to tell us about your experience in Bolton Public Schools as it relates to diversity?

Your answer

DEMOGRAPHICS

This survey is entirely anonymous. All answers are private and not associated with names or any other personally identifying information.

What is your grade level?

- Grade 7-8
- Grade 9-10
- Grade 11-12
- Transition



Check all that apply to you.

- Female
- Male
- Transgender
- Questioning
- Gender non-conforming or Non-binary
- Prefer not to answer
- Other:

Check all that apply to you.

- Asian
- Black or African American
- Latino or Hispanic
- Native American or Indigenous
- Native Hawaiian or Pacific Islander
- White or Caucasian
- Prefer not to answer

Are you fluent in English?

- Yes
- No



What languages do you speak other than English?

Your answer

Do you live in Bolton?

Yes

No

If you live in Bolton, how long have you lived here?

Your answer

If you don't live in Bolton, where do you live?

Your answer

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Google Forms



Bolton, CT - Diversity, Equity and Inclusion Community Survey (18 Years of Age and Older)

The Bolton Board of Selectmen recently authorized the creation of a Diversity Commission. We are conducting a survey about your experiences in our local community. The purpose of this study is to gather information from people who currently live, work or have lived, worked and gone to school in our community to help us identify strengths and challenges related to diversity, equity and inclusion. Each person should only submit one survey, though each individual in a household may submit their own survey. Please check out this link <https://forms.gle/v79D6EDW1StLjKJU7> or those in middle school and high school who would like to contribute their thoughts.

We recognize that we're asking a lot of demographics questions -- this is both to make sure we hear from a diverse group of people, as well as to understand differences in experience. All questions on this survey are entirely voluntary, but we are asking you to please help us by providing this critical information so that we can fully understand survey results.

Your answers will be completely confidential and survey results will be reported in aggregate form only and made available to the public via the town website. Please note that at the end of this survey you have the OPTION to provide your personal information if you would like to be contacted by a Diversity Commission member to be more involved or share further information with us. An alternative way of reaching out to us is also provided. This survey should take you about 10-15 minutes to complete.

Sincerely,

Bolton Diversity Commission

1) Please rate Bolton on each of the following	Poor	Fair	Don't Know	Good	Excellent
Making all residents feel welcome	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attracting people from diverse backgrounds to live, work or own businesses in Bolton	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Valuing and demonstrating respect for residents from diverse backgrounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treating all residents fairly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing a safe and secure environment for residents of all backgrounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing equal employment opportunities to residents of all backgrounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing equal access to housing for residents of all backgrounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Welcoming residents from all backgrounds to participate in local government and community decision-making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Creating awareness of Bolton's diversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Offering gathering places for diverse groups to get together	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2) Please rate the Bolton TOWN GOVERNMENT on each of the following	Poor	Fair	Don't Know	Good	Excellent
Creating a community welcoming to residents of all backgrounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treating all residents with respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treating all residents fairly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing opportunities for residents with different opinions to voice their concerns	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing translated materials on the Town website and through Town departments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ensuring the town is well-designed for individuals with differing abilities to get around freely, and participate fully in the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

3) Please rate the Bolton SCHOOL SYSTEM on each of the following	Poor	Fair	Don't Know	Good	Excellent
Creating a community welcoming to residents of all backgrounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treating all residents with respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treating all residents fairly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing opportunities for residents with different opinions to voice their concerns	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Providing translated materials on the Town website and through Town departments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4) Please rate the Bolton LAW ENFORCEMENT on each of the following	Poor	Fair	Don't Know	Good	Excellent
Creating a community welcoming to residents of all backgrounds	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treating all residents with respect	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Treating all residents fairly	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5) Please rate how the Bolton community does with ensuring the following groups of people feel welcome in Bolton.	Poor	Fair	Don't Know	Good	Excellent
People with differing abilities (physical, intellectual, developmental, neurodiverse, emotional, behavioral)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who identify as transgender, non-binary or gender non-conforming.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who identify as male	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who identify as female	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who identify as belonging to a minority/marginalized race/ ethnicity (i.e. Black, Asian, Indigenous, Arabic, Latin(o)(a)(x), etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People whose first language is not English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are not U.S. citizens	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of non Christian faiths	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are veterans or military personnel	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are older	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are younger	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who have lower income levels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6) Please choose the answer that matches your view:	Strongly Disagree	Disagree	Don't Know	Agree	Strongly Agree
I can be my full, authentic self in Bolton.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I am likely to recommend living in Bolton to a friend or family member who asks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I can raise issues about unfair treatment without fear of consequences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel a sense of belonging in Bolton.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I encourage people in Bolton to share their unique perspectives and experiences related to their background	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I frequently ask a person from a different group (race/ethnicity, religion, gender, sexual orientation, ability, etc.) about how my behavior has impacted them.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I frequently interact with people from other backgrounds in Bolton	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

7) To what extent, if at all, have YOU personally experienced discrimination based on each of the following in the Town of Bolton in the past 5 years?	Yes	No	Don't Know
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender Identity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race/s	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Origin (Birth Country)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Political Affiliation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Differing Physical Ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Differing Intellectual/Developmental Ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Differing Emotional/Behavioral Ability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

8) Please choose a number on the scale based on how much diversity YOU feel Bolton should have, with (1) being much less, (9) being much more and (5) being you think Bolton's diversity level is perfect just as it is.										
Much Less Diversity	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	7 <input type="checkbox"/>	8 <input type="checkbox"/>	9 <input type="checkbox"/>	Much More Diversity

9) Please describe a couple of Bolton's strengths with respect to diversity, equity, or inclusion.

10) Please describe a couple of Bolton's challenges with respect to diversity, equity, or inclusion.

11) If you have ever experienced any of the following in the Town of Bolton we invite you to please share information about your experience: 1) barriers to fully participating in the Bolton community, 2) personally felt you were not valued based on one or more of your identities, 3) experienced or witnessed an incident of hostility or discrimination

12) We invite you to please share any positive/uplifting experiences you have had in Bolton related to diversity, equity and inclusion.

13) We invite you to please provide suggestions you may have for how Bolton can be a stronger more inclusive community and/or to provide a more welcoming environment for people of all backgrounds.

Demographic Questions

The following questions will ask you about how you identify yourself and will be used to ensure that we receive survey responses from a diverse pool of residents.

14) Which category reflects your age group?

- 18-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65-74
- 75+

15) What is your racial/ ethnic identity? (Choose all that apply)

- Spanish, Hispanic, or Latin(o)(a)(x)
- Arabic or Middle Eastern
- American Indian or Alaskan Native
- Asian, Asian Indian or Pacific Islander
- Black or African American
- White
- Other

16) Is English your first/preferred language?

- Yes
- No

17) Which best describes your country of origin?

- My country of origin is the USA
- I am originally from another country

18) What is your gender identity?

- Male
- Female
- Transgender
- Questioning
- Gender Non-Conforming or Non-Binary
- Other

19) Which term best describes your sexual orientation?

- Asexual
- Bisexual
- Gay/Lesbian
- Heterosexual
- Pansexual
- Queer
- Other

20) Are/Were you a member of the U.S. Armed forces?

- I have not been in the military
- Active Military
- Reservist
- ROTC
- Veteran

21) What is your highest completed level of education?

- Some High School
- High School Graduate or GED
- Some College/ Technical Degree/Associates Degree
- Bachelor's Degree
- Master's Degree
- Doctoral or Professional Degree

22) Roughly what Area Median Income range does your annual household income fall into?

- Below 30% of the AMI (< \$22K for an individual or \$31K for a family of 4)
- Between 30-50% of the AMI (\$22K-\$36.5K for an individual, \$31K-\$52K for a family of 4)
- Between 50-80% of the AMI (\$36.5K-\$56K for an individual, \$52K - \$80K for a family of 4)
- Between 80-120% of the AMI (\$56K-\$84K for an individual, or \$80k-\$120K for a family of 4)
- Greater than 120% of the AMI (>\$84K for an individual, or >\$120K for a family of 4)

23) Do you have a physical, mental, or emotional condition that impacts and/or shapes your participation in work and society?

- Yes
- No

24) How would you characterize your political views?

- Far Left
- Liberal
- Moderate
- Conservative
- Far Right
- Undecided
- Other

25) What is your religious or spiritual identity?

- Agnostic/ Atheist
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Spiritual but no religious affiliation
- No affiliation
- Other

26) Do you have any other comments or suggestions you would like to share?

27) If you would like to be contacted to share more information about your experiences in Bolton please put your name and contact information (phone or email) below. If you want to be contacted but do not wish to have your identity associated with these survey results, you may email the Bolton Diversity Commission chair at AmandaDGordon@gmail.com.

28) What is your current 5 digit zip code? _____

29) Please let us know which of the following applies to you.

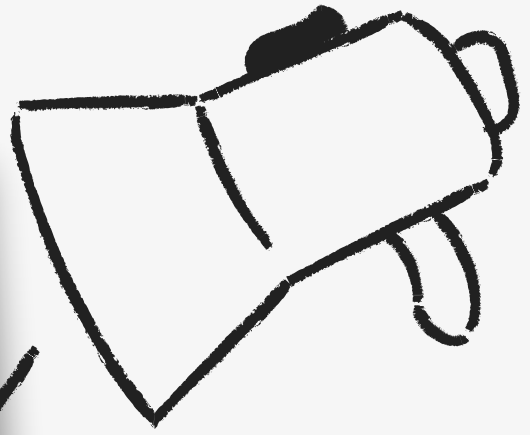
- I am a current resident of Bolton, CT
- I currently work in Bolton, CT but am not a resident.
- I am a prior resident of Bolton, CT.
- I previously worked in Bolton, CT.
- I was a previous student in Bolton, CT.
- None of the above.

30) If a prior resident, student or employee in Bolton, how long ago did you live, work or go to school in Bolton?

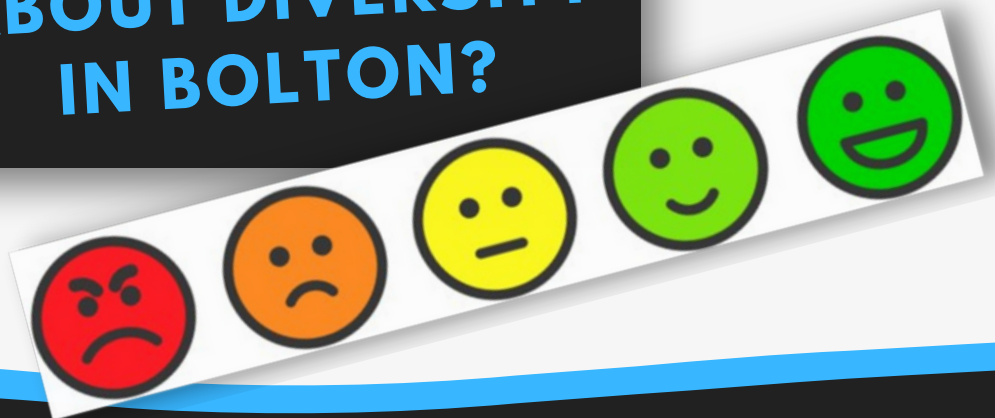
- Within the last 2 years
- 3- 5 years ago
- 5-10 years ago
- 10-15 years ago
- 15-25 years ago
- More than 25 years ago

We Need You!

The Bolton Board of Selectmen would like to invite you to have your voice heard!



HOW DO YOU FEEL ABOUT DIVERSITY IN BOLTON?



SCAN ME

SCAN THE QR CODE TO THE LEFT AND LET US KNOW YOUR THOUGHTS!

Hardcopy surveys can be obtained at the Bentley Library, Town Hall or the Senior Center.

**RESPONSES ACCEPTED
MARCH 15TH - MAY 15TH, 2022.**

**SURVEYS RESPONSES ARE ANONYMOUS
AND COMPLETELY CONFIDENTIAL.**

Survey created for distribution by the Bolton Diversity Commission.



We need you!

How do you feel about

Diversity, Equity & Inclusion in Bolton?

The Bolton Board of Selectman invites you to
respond to our Diversity Survey
CLICK THE LINK ABOVE TO TAKE THE SURVEY!

Responses will be accepted March 15-May 15th, 2022.

Hard copies may be obtained at the Bentley Library, the Town Hall or the Senior Center

Survey responses are anonymous and completely confidential. Results will be shared with the public.