

**TOWN OF BOLTON  
BOLTON DIVERSITY COMMISSION  
SURVEY SUBCOMMITTEE  
SPECIAL MEETING**

**February 22, 2022 – 6:00 p.m.**

**Zoom Meeting**

**Call-In Number: 1-929-205-6099**

**Meeting ID: 865 5297 0223**

- 1. Call to Order**
- 2. Public Participation**
- 3. Review of Surveys**
  - a. Youth Survey Draft (Enclosed)**
  - b. Adult Survey (Enclosed)**
- 4. Adjournment**

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

# High School Diversity, Equity, and Inclusion Survey

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

 **agirardind13@gmail.com** (not shared) [Switch account](#)



## DIVERSITY

1. How often do you spend time **AT SCHOOL** with students from different races, ethnicities, or cultures?

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

2. How often do you spend time **OUTSIDE OF SCHOOL** with students from different races, ethnicities, or cultures?

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



3. How often do you HAVE CLASSES WITH students from different races, ethnicities, or cultures?

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

4. How does the curriculum presented in classes reflect the broad culture and diversity of the nation?

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

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

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



6. I believe that Bolton schools are diverse. How do you feel about this statement?

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

6a. Do you have anything to add to your response in question 6?

Your answer

## INCLUSION

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

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



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

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

9. 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

10. I am respected by students at my school. How do you feel about this statement?

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



11. Students who are LGBTQIA+ are welcome at your school. (LGBTQIA+ means lesbian, gay, bisexual, transgender, queer, questioning, non-binary, intersex, asexual)

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

12. Students who are NON-NATIVE ENGLISH SPEAKERS are welcome at your school.

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



13. Students from DIFFERENT RACES, ETHNICITIES, AND CULTURES are welcome at your school.

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

14. Students with SPECIAL NEEDS OR DISABILITIES are welcome at your school.

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

15. I feel like I belong in my school community. How do you feel about this statement?

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



15a. Do you have anything to add to your response in question 15?

Your answer

## EQUITY

16. ADULTS treat people from different races, ethnicities, and cultures fairly. How do you feel about this statement?

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

17. OTHER STUDENTS treat people from different races, ethnicities, and cultures fairly. How do you feel about this statement?

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





18. All students can access school events regardless of ability to pay. How do you feel about this statement?

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

19. Rules apply to everyone equally. How do you feel about this statement?

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

20. How important are discussions about educational equity in your school community? (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



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

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

22. I am provided the resources to succeed to my fullest potential. How do you feel about this statement?

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

Describe whether you would recommend the Bolton Schools to members of different communities.

Your answer

### DEMOGRAPHICS

This survey is entirely anonymous. All answers are private and not associated with names or any other 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
- Prefer not to answer
- Other:

Check all that apply to you. If you do not wish to identify with any category, please select the last checkbox.

- Asian
- Black or African American
- Latino or Hispanic
- Native American or Indigenous
- Native Hawaiian or Pacific Islander
- Caucasian/White
- 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

Where did you live when you were born?

Bolton

Somewhere else in Connecticut

Another state

US Territory

Foreign country



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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 live, lived and /or work 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 \_\_\_\_\_ for those in middle school and high schoolers 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 and 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. 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 us is also provided.

Sincerely,  
Bolton Diversity Commission

 [amandadgordon86@gmail.com](mailto:amandadgordon86@gmail.com) (not shared) [Switch account](#)



\* Required



Please rate Bolton on each of the following:

	Poor	Fair	Good	Excellent	Don't know
Making all residents feel welcome	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attracting people from diverse backgrounds to live, work or own businesses in Bolton	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Valuing and demonstrating respect for residents from diverse backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treating all residents fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing a safe and secure environment for residents of all backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing equal employment opportunities to residents of all backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing equal access to housing for residents of all backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Welcoming residents from	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



all backgrounds  
to participate in  
local  
government and  
community  
decision-making

Creating  
awareness of  
Bolton's  
diversity

    

Offering  
gathering places  
for diverse  
groups to get  
together

    



How welcoming, if at all, do you think Bolton is for

	Not Welcoming	Slightly Welcoming	Moderately Welcoming	Very Welcoming	Don't Know
People with differing abilities (physical, intellectual, developmental, neurodiverse, emotional, behavioral)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People who identify as transgender, non-binary or gender non-conforming.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People who are identify as belonging to a minority/marginalized race/ ethnicity (i.e. Black, Asian, Indigenous, Arabic, Latin(o)(a)(x), etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People whose first language is not English	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People who are not U.S. citizens	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People of non Christian faiths or	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People who are veterans or military personnel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People who are older	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People who are younger	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People who have	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



lower income levels



Please rate the Bolton LOCAL GOVERNMENT on each of the following

	Poor	Fair	Good	Excellent	Don't Know
Creating a community welcoming to residents of all backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treating all residents with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treating all residents fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing opportunities for residents with different opinions to voice their concerns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing translated materials on the Town website and through Town departments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ensuring the City is well-designed for individuals with disabilities to get around freely, and participate fully in the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Please rate the Bolton SCHOOL SYSTEM on each of the following

	Poor	Fair	Good	Excellent	Don't Know
Creating a community welcoming to residents of all backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treating all residents with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treating all residents fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing opportunities for residents with different opinions to voice their concerns	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Providing translated materials on the School website and materials sent to households.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Please rate the Bolton LAW ENFORCEMENT on each of the following

	Poor	Fair	Good	Excellent	Don't Know
Creating a community welcoming to residents of all backgrounds	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treating all residents with respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Treating all residents fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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 12 months?

	Yes	No	Don't Know
Age	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gender Identity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Race/s	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
National Origin (Birth Country)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Religion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Political Affiliation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Physical Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Intellectual/Developmental Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emotional/Behavioral Disability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sexual Orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Please choose the answer that matches your view:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
I can be my full, authentic self in Bolton.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am likely to recommend living in Bolton to a friend or family member who asks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can raise issues about unfair treatment without fear of consequences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel a sense of belonging in Bolton.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I encourage people in Bolton to share their unique cultural perspectives and experiences	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I frequently interact with	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



people from  
other cultural  
backgrounds in

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.

1 2 3 4 5 6 7 8 9

Much Less Diversity

Much More Diversity

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

Your answer

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

Your answer

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

Your answer





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

Your answer

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 all cultures.

Your answer

### 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.

Which category reflects your age group?

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



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

Is English your first/preferred language?

- Yes
- No

Which best describes your country of origin?

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



What is your gender identity?

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

Which term best describes your sexual orientation?

- Asexual
- Bisexual
- Gay/Lesbian
- Heterosexual
- Pansexual
- Queer
- Questioning
- Other
- I prefer not to identify



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

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

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

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)
- Greater than 80% of the AMI (>\$56K for an individual, or \$80k for a family of 4)



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

Yes

No

How would you characterize your political views?

Far Left

Liberal

Moderate

Conservative

Far Right

Other

Undecided



What is your religious or spiritual identity?

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

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

Your answer

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 wish 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](mailto:AmandaDGordon@gmail.com).

Your answer



What is your 5 digit zip code?

Your answer

Please let us know which of the following applies to you. \*

- I am a current resident of Bolton, CT
- I am a prior Resident of Bolton, CT
- I currently work in Bolton, CT but am not a resident.
- None of the above.

Next

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

 amandadgordon86@gmail.com (not shared) [Switch account](#)



Prior Residents

For prior residents, how long ago did you live in Bolton?

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

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The Bolton Diversity Commission is proposing the distribution of two town sponsored surveys to serve as part of community assessments as it relates to strengths and opportunities for improvement around diversity, equity and inclusion in the town of Bolton.

One of the surveys would be targeted to youth, aged 12-17 while the other survey would be intended for those 18 and older. The surveys are intended for those who currently live and/or work, or go to school in Bolton as well as prior residents. The survey does collect demographic information from respondents but does not require the submission of any identifying information such as name, address, date of birth, email or phone (though respondents can choose to provide them if they wish to be contacted to provide further information). Following analysis of the responses, only aggregate data will be shared without any identifying information but may be grouped by demographic identifications.

With the blessing and support of the Board of Selectman the distribution plan proposal is as follows.

The surveys will be distributed via Google Forms, with versions available in English and Spanish. Hardcopy surveys will also be distributed strategically around town at sites to include the below with drop off boxes at all sites for completed surveys.

- Bentley Library
- Town Hall
- Senior Center

These surveys will ultimately be manually entered into the Google Form by one or two Diversity Commission members with the hardcopies retained for the record.

Flyers will also be posted at these sites with QR codes that will take people directly to the appropriate survey link. Additionally, private businesses will be approached to ask if flyers can be posted at their sites for more comprehensive coverage.

The links will be posted on town social media sites including Facebook, Instagram and Twitter accounts relevant to the town. The link will also be distributed in one or more Bolton Bulletins.

The intent is to get as many respondents from as many diverse backgrounds as possible.

For the youth survey, the hope is that parents of children residing in town will let their children know about the option to complete the youth specific version of the survey. The Diversity Commission will conduct outreach to the Superintendent and Board of Ed to see if the Link and or a paper version can be distributed to students and their families via the Backpack Program with a message from the Board of Selectman indicating their support for the survey.

The currently timeline allows for a two month distribution and collection period from mid-March to mid-May, with analysis hopefully completed to bring to the July or August Board of Selectman meeting with identification of trends, important insights and recommendations for next steps from the Diversity Commission members.