

**TOWN OF BOLTON**  
**BOLTON DIVERSITY COMMISSION**  
**April 19, 2022 – 7:00 p.m.**  
**Zoom Meeting**  
**Call-In Number: 1-929-205-6099**  
**Meeting ID: 854 8963 2596**

The Diversity Commission met on April 19, 2022 with the Chair Amanda Gordon presiding. Also, in attendance were: Vice Chair Kawan Gordon, Jennifer Cyr, John Toomey, Rhea Klein, Anne Decker, Cheryl Udin, Dan Bergin, Milton Ives, and Paula Meyers

**1. Call to Order**

- a. A. Gordon called the meeting to order at 7:02 pm

**2. Public Participation**

- a. There were no public comments

**3. Approval of Minutes**

- a. Approval of minutes from 3/15/22
  - i. Motion: I move that we accept the minutes of 3/15/22

By: Kawan Gordon

Second: Rhea Klein

Voting For- 10 in Favor – Motion Passed

**4. DEI Community Assessment Surveys**

- a. Review of Survey Work Plan
- b. Review of Survey Responses
  - i. Discussed ways to analyze the data and ways to increase responses.
  - ii. Looked at general demographics of responses to date (age, ethnicity,

etc)

**5. Discussion of Other Commission Activities**

- a. Discussed other things the committee can do while waiting for survey results to come in. Activities to work on in coming months:
  - i. Survey results and analysis

- ii. Possible book discussion
- iii. CVC “Living History” type of project

**6. Summary of Assigned Tasks –**

- a. The group is to come to the next meeting with ideas for topics for book discussion/and catchy name to call a possible CVC series.
- b. Encourage more survey responses:
  - i. Continued posting on FB to encourage survey responses – A. Gordon with all members sharing to groups they belong to
  - ii. Reach out to Superintendent to encourage student response - R. Klein and A. Decker
  - iii. Reach out to Senior Center to see if informal presentation at Senior Center would be welcome – P. Meyers

**7. Adjournment – adjourned by consensus at 8:06**

**Next Meeting – May 17, 2022 at 7:00 p.m.**

**Respectfully Submitted,**

*Paula Meyers*

**Paula Meyers**

## Demographics

\* Data summarized by combining responses together to create groups or by eliminating missing/ "other" responses.

Age	Rate	Count
18-24	2%	3
25-34	9%	16
35-44	30%	54
45-54	18%	32
55-64	20%	36
65-74	13%	24
75+	7%	13
<b>Grand Total</b>	<b>100%</b>	<b>178</b>

English Preference	Rate	Count
No	3%	5
Yes	97%	173
<b>Grand Total</b>	<b>100%</b>	<b>178</b>

Race*	Count	Rate
Asian, Asian Indian or Pacific Islander	3	2%
Black or African American	2	1%
Multi-Racial	13	7%
Spanish, Hispanic, or Latin(o)(a)(x)	10	5%
Unknown	16	9%
White	138	76%
<b>Grand Total</b>	<b>182</b>	<b>100%</b>

BIPOC*	Count	Rate
No	138	76%
Unknown	15	8%
Yes	29	16%
<b>Grand Total</b>	<b>182</b>	<b>100%</b>

Country of Origin	Rate	Count
I am originally from another country	7%	12
My country of origin is the USA	90%	164
Missing Data	3%	6
<b>Grand Total</b>	<b>100%</b>	<b>182</b>

Gender Identity	Rate	Count
Female	61%	111
Gender Non-Conforming or Non-Binary	2%	3
Male	30%	54
This is a stupid question which accepts a widespread falsehood.	1%	1
Transgender	1%	1
You have no right to ask, nor should it matter.	1%	1
None of your business because it should make zero difference to you	1%	1
Questioning	1%	1
Not sure	1%	1
Missing Data	4%	7
There's only Male and female	1%	1
<b>Grand Total</b>	<b>100%</b>	<b>182</b>

Political Affiliation*	Count	Rate
Left leaning	69	38%
Moderate	55	30%
Right leaning	27	15%
Undecided	12	7%
Unknown	19	10%
<b>Grand Total</b>	<b>182</b>	<b>100%</b>

Disabling Condition	count	Rate
No	148	84%
Yes	28	16%
<b>Grand Total</b>	<b>176</b>	<b>100%</b>

Level of Edu	Count	Rate
Bachelor's Degree	52	30%
Doctoral or Professional Degree	24	14%
High School Graduate or GED	9	5%
Master's Degree	54	31%
Some College/ Technical Degree/Associates Degree	36	21%
<b>Grand Total</b>	<b>175</b>	<b>100%</b>

Military*	Count	Rate
No	160	88%
Unknown	8	4%
Yes	14	8%
<b>Grand Total</b>	<b>182</b>	<b>100%</b>

Sexual Orientation	Count	Rate
Asexual	4	2%
Bisexual	5	3%
Gay/Lesbian	11	7%
Heterosexual	132	80%
None of your business because it should make zero difference to you	1	1%
Not important	1	1%
Pansexual	4	2%
Queer	1	1%
Questioning	3	2%
Refuse to answer due to privacy...	1	1%
Six out of the seven choices above are disorientations.	1	1%
Unknown	1	1%
<b>Grand Total</b>	<b>165</b>	<b>100%</b>

Religion	Count	Rate
Agnostic/ Atheist	22	13%
Buddhist	1	1%
Christian	87	52%
I don't belong to any organized religion. I'm a devout Catholic.	1	1%
Jewish	4	2%
Muslim	1	1%
No affiliation	19	11%
None of your business because it should make zero difference to you	1	1%
Pagan	1	1%
Sikh	1	1%
Spiritual but no religious affiliation	27	16%
Unitarian Universalist	2	1%
Unitarian Universalist	1	1%
<b>Grand Total</b>	<b>168</b>	<b>100%</b>

## Q1 Average Score

4 = Excellent to 1 = Poor (Don't know responses excluded)

<b><i>Making all residents feel welcome</i></b>	(Multiple Items)
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Avg Score	# of responses (excluding DK)
2.49	167

***Attracting people from diverse backgrounds to live, work or own businesses in Bolton*** (Multiple Items)

<b>Avg Score</b>	<b># of responses (excluding DK)</b>
1.95	154

***Valuing and demonstrating respect for residents from diverse backgrounds*** (Multiple Items)

<b>Avg Score</b>	<b># of responses (excluding DK)</b>
2.37	153

***Treating all residents fairly*** (Multiple Items)

<b>Avg Score</b>	<b># of responses (excluding DK)</b>
2.50	159

***Providing a safe and secure environment for residents of all backgrounds*** (Multiple Items)

<b>Avg Score</b>	<b># of responses (excluding DK)</b>
2.52	159

***Providing equal employment opportunities to residents of all backgrounds*** (Multiple Items)

<b>Avg Score</b>	<b># of responses (excluding DK)</b>
2.54	101

***Providing equal access to housing for residents of all backgrounds*** (Multiple Items)

<b>Avg Score</b>	<b># of responses (excluding DK)</b>
2.27	135

***Welcoming residents from all backgrounds to participate in local government and community decision-making]*** (Multiple Items)

<b>Avg Score</b>	<b># of responses (excluding DK)</b>
2.47	152

***Creating awareness of Bolton's diversity*** (Multiple Items)

<b>Avg Score</b>	<b># of responses (excluding DK)</b>
2.08	155

***Offering gathering places for diverse groups to get together*** (Multiple Items)

<b>Avg Score</b>	<b># of responses (excluding DK)</b>
2.04	142

Is there a part of who you are, a part of your identity, like your gender, race, religion, age, etc. that has had an important impact on your life experiences or is a particularly salient part of who you are? Do you have a story about it that you wish you could share with your neighbors so they might be able to better understand you and where you're coming from? The Bolton Diversity Commission is looking for individuals or families with a connection to Bolton who want to share their story via video or written media with our community. Our hope is that by sharing and listening to each other that we come to accept and appreciate our differences while recognizing all that makes us similar in our shared humanity.