



**Racial Equity and Justice Task Force  
Blueprint for the Town of Fairfield, CT**

**January 6th, 2022**

## TABLE OF CONTENTS

### **I. MEMBERSHIP AND ACKNOWLEDGEMENTS**

### **II. INTRODUCTION**

- **The Formation of the Racial Equity and Justice Task Force**
- **Research Methods Employed by the REJTF**
  - Quantitative and Qualitative Research
  - Secondary Research
- **Experiencing Racism in Fairfield**
- **Moving in a Direction that Makes a Difference**

### **III. INITIAL AND IMMEDIATE ACTIONS FOR THE BOS**

- **Hear and Consider the REJTF Blueprint**
- **Accept into Record the REJTF Blueprint**
- **Make a Formal Proclamation**
- **Establish a Permanent Commission on Racial Equity and Justice**
- **Hire a Director of Community Justice and Belonging**

### **IV. ADDITIONAL RECOMMENDATIONS**

- **Governance**
- **Criminal Justice & Policing**
- **Housing**
- **Education**
- **Community Engagement**
- **Arts & Culture**

### **V. CONCLUSION**

## **1. MEMBERSHIP & ACKNOWLEDGEMENTS**

### **RACIAL EQUITY and JUSTICE TASK FORCE**

#### **Co-Chairs**

Nancy Lefkowitz (Selectwoman) (D)  
Gina Ludlow (D)

#### **Task Force Members**

Steven Bogan (R)  
Doug Bunnell (D)  
Inni Dhingra (U)  
Karen Lynch (U)  
Sonja Narcisse (resigned) (R)  
Alexandra Ocampo (resigned) (U)  
Ryan Odinak (D) – recording secretary  
Tameisha Powell-Dunmore (R)  
Jason Sherrod (D)  
Sandra Tallman (R)  
Beverly Vanier (resigned) (D)

#### **Ad Hoc/Community Members**

Pertrina Cash, Matthew Danzer, Jamie Forbes, Donald Hyman, Dan Iacovella, Andrew McKinnis, Kathy Wiant

#### **REJTF Membership**

<https://www.fairfieldct.org/content/10736/12858/99189/99195.aspx>

### **ACKNOWLEDGMENTS**

Lynnaja Brevard and the Fairfield Equity Coalition; Emma Kaye and the Sustainable Fairfield Task Force; Noah Hendler, Aimee Guerero; Rebecca Marsik; Gabrielle Guise; Keri Langerman and Jennifer Ellwood of Inclusive Parents; Fairfield Yabantu; Chief Robert Kalamaras, Detective Felix Esposito and the Fairfield Police Department; Ken Barone, Project Manager, Connecticut Racial Profiling Prohibition Project, on behalf of the Institute for Municipal and Regional Policy at Central Connecticut State University; Connecticut Conference of Municipalities; John Wynn, Strategic Planning Committee; Dr. Stephanie Morrison, Fairfield University, Greater Bridgeport NAACP

## II. INTRODUCTION

***“I want Fairfield to be a place where people of all backgrounds and cultures feel safe, valued, and heard.”***

~ First Selectwoman Brenda L. Kupchick

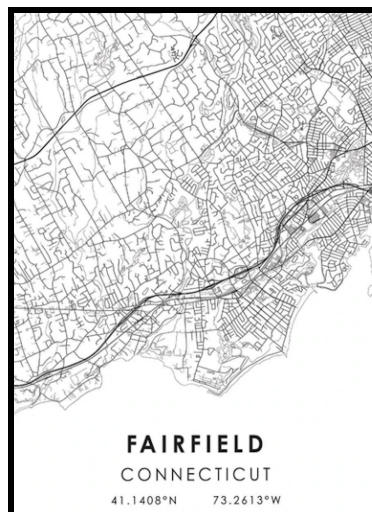
Fairfield Patch, May 24, 'Really Powerful': Fairfield Students Walk Out To Protest Racism  
<https://patch.com/connecticut/fairfield/hundreds-fairfield-students-walk-out-protest-racism>

Fairfield is, for many residents, an idyllic place to call home. For some residents, however, life in Fairfield can include moments of alienation.

***“The single biggest thing I was worried about in moving here was the lack of diversity and what that would mean. I have learned from being with my husband for over 25 years to keep my thoughts and feelings about race and racism wrapped up and to ourselves within our family. You keep your head down, you don't bring more attention to us than we already do as a bi-racial couple. But now I'm watching my teenage son navigate this town as a bi-racial youngster and I'm finding it much harder to ignore what I'm seeing, hearing, and experiencing.”***

~ Betsy McNeil, Fairfield Resident\*

\*Excerpted from the Community Roundtable, June 2021  
<https://www.youtube.com/watch?v=-NGdTd42cOs>



## FAIRFIELD TOWN PROFILE

<https://s3-us-west-2.amazonaws.com/cerc-pdfs/2021/Fairfield.pdf>



## **RESEARCH METHODS EMPLOYED BY THE REJTF**

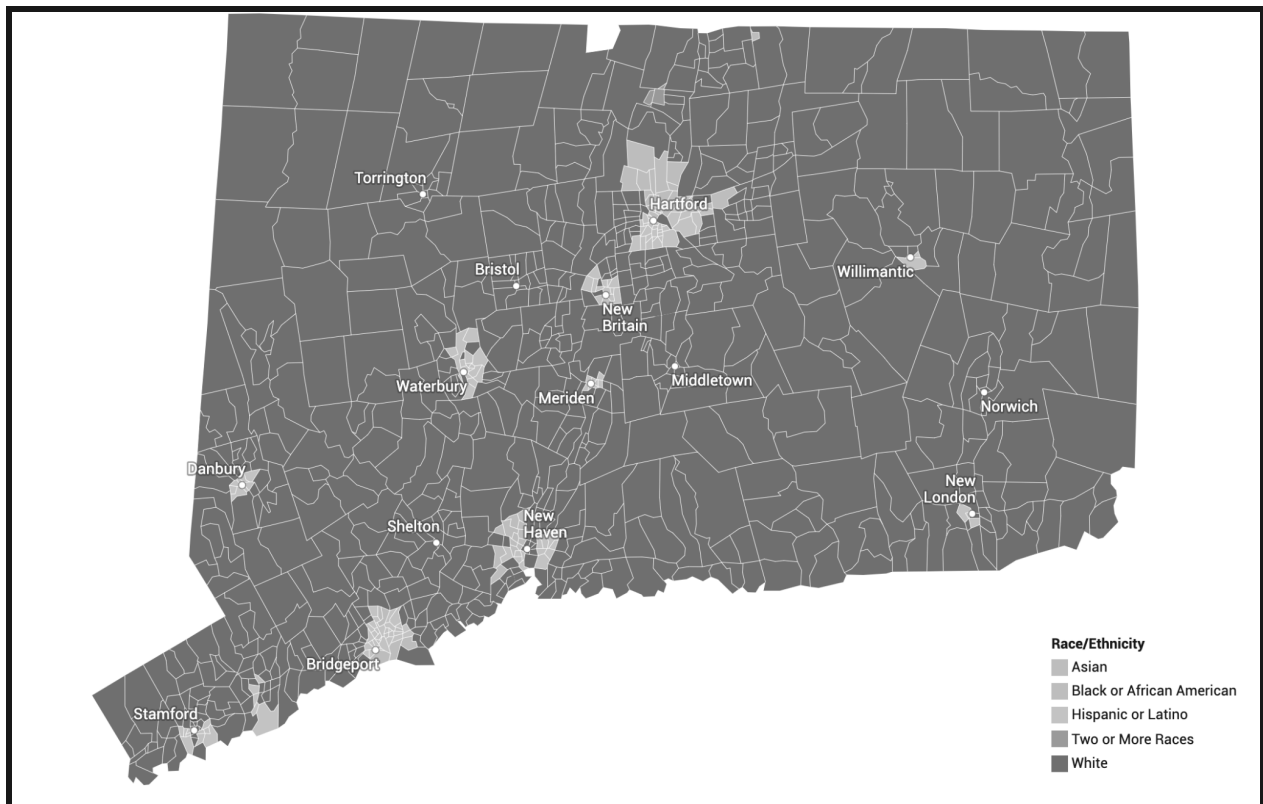
This blueprint is based on quantitative and qualitative data, researched and analyzed by the REJTF and other community members, and includes samples from the lived experiences of Fairfield residents. It is a comprehensive, data-driven, framework detailing several ways to improve Fairfield’s commitment to the fair and equitable treatment of town residents, employees and visitors and reflects best practices in both the public and private sectors.

### ***Qualitative Research***

The REJTF engaged in Deep Listening – particularly to representatives of the one in five residents in Fairfield who identify as something other than white – to better understand the lived experiences of this cohort within our community. According to data collected in the 2020 Census, the total population of Fairfield at 61,740, of which 84% are white, 7% are Latinx, 4% are Asian, 2% are Black and 3% are of another race or ethnicity.

### **Census, CT 2020 Data Hub**

<https://www.ctdata.org/census-2020-data-hub>



**Most Common Race or Ethnicity by Census Tract, CT Data Collaborative | 08/31/2021**

## Deep Listening Project

The REJTF conducted interviews and hosted a community conversation with key stakeholders, a cross-section of residents, community leaders, town employees, and Department Heads

Summary of Findings and Recommendations from the Deep Listening Project

[https://www.fairfieldct.org/filestorage/10736/12858/99189/99191/blueprint\\_-\\_DEEP\\_LISTENING.pdf](https://www.fairfieldct.org/filestorage/10736/12858/99189/99191/blueprint_-_DEEP_LISTENING.pdf)

- |  |   |
|--|---|
| ● Police Department                            | <a href="https://fpdct.com/">https://fpdct.com/</a>   |
| ● Community & Economic Development             | <a href="https://www.fairfieldct.org/ced">https://www.fairfieldct.org/ced</a>                           |
| ● Fairfield Equity Coalition                   | <a href="https://www.fairfeldequitycoalition.org/">https://www.fairfeldequitycoalition.org/</a>         |
| ● Conect, Congregations Organized for a New CT | <a href="https://weconnect.org/">https://weconnect.org/</a>   |
| ● Fairfield Museum and History Center          | <a href="https://www.fairfieldhistory.org/">https://www.fairfieldhistory.org/</a>                       |
| ● Human and Social Services                    | <a href="https://www.fairfieldct.org/humanservices">https://www.fairfieldct.org/humanservices</a>       |
| ● Human Resources                              | <a href="https://www.fairfieldct.org/hr">https://www.fairfieldct.org/hr</a>                             |
| ● Public Schools                               | <a href="https://www.fairfieldschools.org/">https://www.fairfieldschools.org/</a>                       |
| ● Housing Authority                            | <a href="https://www.fairfieldct.org/housingauthority">https://www.fairfieldct.org/housingauthority</a> |
| ● Health Department                            | <a href="https://www.fairfieldct.org/health">https://www.fairfieldct.org/health</a>                     |

## Community Conversation, June 2020

Per the Office of the First Selectwoman

<https://www.youtube.com/watch?v=PuOR1B5WMh8>

## Community Roundtable, June 2021

<https://www.youtube.com/watch?v=-NGdTd42cOs>

## Expert Presentations

Experts made presentations, provided insight and best practices from their own research and experience:

- Chief Robert Kalamaras, Detective Felix Esposito and the Fairfield Police Department
- Ken Barone, Project Manager, Connecticut Racial Profiling Prohibition Project  
<https://www.youtube.com/watch?v=ehTwmRmDNaw>
- Richard J Porth, Special Projects Coordinator, CCM  
<https://www.youtube.com/watch?v=st1zngb21wk>
- Sustainable Fairfield Task Force  
[https://www.fairfieldct.org/filestorage/79/98840/98842/100836/MINUTES\\_03-02-2021\\_Final.pdf](https://www.fairfieldct.org/filestorage/79/98840/98842/100836/MINUTES_03-02-2021_Final.pdf)  
<https://sustainablefairfield.wordpress.com/2020/09/29/an-action-plan-for-a-sustainable-fairfield/>
- Fairfield Yabantu  
<https://fairfielDYabantu.com/>
- Stop Asian Hate, presentation from Aimee Guerrero and Rosalie Hsu  
[https://www.youtube.com/watch?v=A-Ialv\\_eTds](https://www.youtube.com/watch?v=A-Ialv_eTds)
- John Wynn, Strategic Planning Committee  
[https://www.fairfieldct.org/filestorage/79/98840/98842/100836/Minutes\\_05-20-2021\\_Final.pdf](https://www.fairfieldct.org/filestorage/79/98840/98842/100836/Minutes_05-20-2021_Final.pdf)

- Lynnaija Breward, for the Fairfield Equity Coalition  
<https://www.youtube.com/watch?v=XZ59i68yvxQ>
- Middle School Student Presentation  
[https://www.fairfieldct.org/filestorage/79/98840/98842/100836/Minutes\\_01-05-2021\\_FINAL.pdf](https://www.fairfieldct.org/filestorage/79/98840/98842/100836/Minutes_01-05-2021_FINAL.pdf)
- Dr. Stephanie Morrison, Assistant Professor of Counselor Education, Fairfield University  
[private counseling session for the REJTF](#)

### ***Secondary Research***

The REJTF benchmarked best practices for racial equity, reviewing previously gathered survey data, analyzing town charters throughout the State, and researching historical documents. The REJTF reviewed racial equity and justice plans from other towns, cities, businesses and schools throughout the country, with a focus on how they might be helpful in crafting a specific plan for the Town of Fairfield. *The Racial Equity Toolkit* from the Connecticut Conference of Municipalities (CCM) provided guidance in creating a well-thought-out plan, as did material provided by the National League of Cities (NLC).

#### **CT Conference of Municipalities, Racial Equity Toolkit**

[https://www.ccm-ct.org/Portals/CCM/PDF/CCM\\_RacialEquityToolkit\\_2020\\_5.pdf?ver=aTRjWOWYnHqNF\\_WmC-OS7g==](https://www.ccm-ct.org/Portals/CCM/PDF/CCM_RacialEquityToolkit_2020_5.pdf?ver=aTRjWOWYnHqNF_WmC-OS7g==)

#### **National League of Cities, Race and Equity Resources**

<https://www.nlc.org/resources/type/case-study/?topic%5B%5D=race-equity>

#### **W.K. Kellogg Foundation, Truth Healing Reconciliation**

<https://healourcommunities.org/>

#### **Additional Resources**

[https://www.fairfieldct.org/filestorage/10736/12858/99189/99191/St\\_Louis\\_Park\\_blueprint.pdf](https://www.fairfieldct.org/filestorage/10736/12858/99189/99191/St_Louis_Park_blueprint.pdf)

[https://www.fairfieldct.org/filestorage/10736/12858/99189/99191/St\\_Louis\\_Park\\_blueprint\\_%282%29.pdf](https://www.fairfieldct.org/filestorage/10736/12858/99189/99191/St_Louis_Park_blueprint_%282%29.pdf)

[https://www.fairfieldct.org/filestorage/10736/12858/99189/99191/Westport\\_Blueprint.pdf](https://www.fairfieldct.org/filestorage/10736/12858/99189/99191/Westport_Blueprint.pdf)




## **EXPERIENCING RACISM IN FAIRFIELD**

Over the course of its fifteen month tenure, the REJTF identified racism within Fairfield. Since the Fall of 2020, the Task Force has listened to BIPOC (Black, Indigenous, People of Color) residents describe their experience of racially charged interactions in town; the Task Force itself was the target of racism. The REJTF heard from parents of school-aged BIPOC children who shared how their children have been made to feel marginalized, residents who don't feel safe when Black spouses or children go jogging at night, a Black man erroneously stopped by the police and of the traumatic impact of ethnic or racially charged symbols posted on-line and in shared public spaces. Analyzing data from the ADL, Fairfield Public Schools, the CT Racial Profiling Project and meetings with the Fairfield Police Department further contextualized and validated these experiences.

**Connecticut student charged in alleged racial slur incident against classmate**

By Melissa Klein May 15, 2021 | 6:51pm | Updated



A high school student in wealthy Fairfield County, Connecticut, is facing charges for allegedly calling a classmate a racial slur on social media, according to reports.

The student took a photo of Jamar Medor, a 10th grader at Fairfield Warde High School, and posted it to Snapchat writing, "Why is there a n.... in my homeroom? Why is he not in chains?" according to an Eyewitness News report.

### **ADL, Hate Symbols Database**

<https://www.adl.org/hate-symbols>

### **"Zoom Bombing"**

<https://www.youtube.com/watch?v=OVDDuFdd7MI>

<https://connecticut.news12.com/fairfield-racial-equity-and-justice-task-force-zoom-bomb-leads-to-hate-crime-investigation>

### **Racist Snapchat Post**

<https://patch.com/connecticut/fairfield/warde-student-charged-after-racist-snapchat-post-fairfield-pd>

<https://nypost.com/2021/05/15/connecticut-student-charged-after-racist-snapchat-post/>

<https://abc7ny.com/fairfield-racist-incidents-warde-high-school-connecticut-snapchat/10627725/>

**McKinley Elementary School Incident**

<https://patch.com/connecticut/fairfield/disturbing-graffiti-found-fairfield-school-store-police>

**Racial Slurs**

[https://www.wfsb.com/news/fairfield-man-charged-with-hate-crime/article\\_89e4bd32-3079-11ec-9549-9b32dbfb5fca.html](https://www.wfsb.com/news/fairfield-man-charged-with-hate-crime/article_89e4bd32-3079-11ec-9549-9b32dbfb5fca.html)

**Racist Emails sent to Middle School Staff**

<https://www.ctpost.com/news/article/Principal-Racist-email-sent-to-Fairfield-middle-16428676.php>

*"I'm a lifelong Fairfield resident. I was born and raised here, actually went through the Fairfield public school system. I'm the daughter of immigrants and I'm married to a black man ... My husband, who is an immigrant from Sudan, will rarely go to any of the town's municipal buildings by himself because he feels people don't treat him with respect. He has an accent; sometimes he struggles trying to understand, so often I have to accompany him so he has backup support to get what he needs. Once, he went on his own to get our marriage certificate from the town, and they tried to convince him that his marriage certificate wouldn't be there. Because I guess in their minds, he could not have been married in the Town of Fairfield. So I walked over, went to the same office, spoke to the same woman, did not tell her who I was, and requested the same information. I was treated with respect and kindness. She gave it to me right away. And then I went to her superior immediately, cried in her office, explained why I was there, and how devastated my husband was about that experience. I feel that unless you walk in these shoes and you walk side by side, it's hard to believe."*

*~Yasmine Osman, Fairfield Resident, Community Roundtable, June 2021*

Racially charged or motivated incidents can have a lasting and profound negative impact, a reality supported by extensive research and by the personal reflections of Black and brown people here. These indignities are especially damaging when they are repetitive, beyond the control of the individual, and particularly when they start at an early age. A recent report, detailed in a November 15th, 2021 article in the Fairfield Citizen, on racial disparities within the Fairfield public school system demonstrates how systemic racism in education plays out locally. While race might not appear to be a prominent issue to the majority white population, this report found a persistent and widening gap in how our school system serves its Black and brown students. Further, the report finds that while overall student achievement remained flat during the pandemic, racial disparities widened according to myriad data, including Smarter Balanced Assessment scores, PSAT and SAT scores and attendance and suspension rates. Notably, the racial opportunity gap was consistent across both high-need and non-high-need students. In other words: this is a systemic problem. The report highlights how these systemic inequities, which are at times largely invisible to a majority population, can have insidious and long term impacts on already marginalized populations.

**Report highlights opportunity gaps among Fairfield students**

<https://www.fairfieldcitizenonline.com/news/article/Report-highlights-achievement-gaps-among-16620373.php>

**Additional Resources**

<https://www.justice.gov/hatecrimes/hate-crime-statistics>

<https://www.adl.org/education-and-resources/resources-for-educators-parents-families>

<https://www.facinghistory.org/>

An honest assessment of town governance and operations through a framework of racial equity and justice must be on-going to better understand how government systems and operations continue to perpetuate a status quo that prevents equitable and just outcomes for all residents of Fairfield.

### **MOVING IN A DIRECTION THAT MAKES A DIFFERENCE**

*"It's really beneficial, for our town, to move in a direction that makes a real difference for everyone in our community. The goal is to enhance and improve Fairfield's commitment (to) systematically fair and equal treatment of all town residents, businesses, workers (and) visitors, regardless of their race."*

~ *First Selectwoman Brenda L. Kupchick*

Fairfield Citizen; 'Fair and equal treatment of all!' Fairfield approves racial equity task force mission statement; Sept 15, 2020  
<https://www.fairfieldcitizenonline.com/news/article/Fair-and-equal-treatment-of-all-Fairfield-15569694.php>

This blueprint provides a framework for how town governance and operations can better reflect the values of diversity, equity, and inclusion and it provides opportunities for reflection and learning. It's a catalyst for the on-going work required to achieve substantive movement towards a town where people of all backgrounds and cultures feel safe, valued, and heard.

The Government Alliance of Race and Equity provided important information and resources on how to formulate this plan and ways in which the Administration can begin to take action. To be successful, each action should have a completion date (month/quarter/year) and performance measures:

- What is your timeline?
- How will you evaluate and report progress over time?
- How will you know the action is complete?
- Who is responsible for the action?
- Can you retain stakeholder participation and ensure internal and public accountability?

### **Government Alliance of Race and Equity: Racial Equity Action Plan**

<https://www.racialequityalliance.org/wp-content/uploads/2016/11/GARE-Racial-Equity-Action-Plans.pdf>

The REJTF recommends the Administration take three immediate and essential steps which are outlined in further detail below: issue a proclamation regarding racism in Fairfield; form a permanent Commission on Racial Equity and Justice; and hire a full-time Officer of Community Justice and Belonging.

The blueprint includes several additional steps the Administration can take to advance racial equity and justice across a full range of town policies and practices.

As the mission of the Racial Equity and Justice Task Force states: The U.S. Constitution, Connecticut Constitution, and the Civil Rights Act of 1964, guarantee equal treatment of every resident, regardless of race, color, religion, gender, sexual orientation, or national origin. Although Fairfield has always strived to fulfill this mandate, we can always do better; this blueprint provides a pathway forward. The issues addressed in this blueprint have real and substantial impact on the lived experiences of people in Fairfield; please keep these impacts in mind as you consider adopting and enacting these recommendations.

## **CIVIL RIGHTS ACT OF 1964**

<https://www.dol.gov/agencies/oasam/regulatory/statutes/title-vi-civil-rights-act-of-1964#:~:text=No%20person%20in%20the%20United,activity%20receiving%20Federal%20financial%20assistance.>



**President Lyndon B Johnson signs the Civil Rights Act, Washington DC, July 2, 1964**

### III. INITIAL AND IMMEDIATE ACTIONS FOR THE BOS

After fifteen months of research and analysis, and with input of experts, advocates and community organizations with a history of working on issues of racial equity and justice, the REJTF developed a set of best practice recommendations that address governance and operations and should guide the Town's future plans for advancing racial equity.

The REJTF identified five immediate action items that impact all aspects of town governance and operations. We believe that these items are of paramount importance to advancing the cause of racial equity and justice in Fairfield. Items 1 and 2 speak to points of order; items 3-5 were informed by best practices in both the public and private sectors. In reviewing the advice of field experts, the REJTF identified a broad consensus that towns cannot make meaningful progress in racial equity and justice without first making a public commitment to addressing racism and its consequences by designating and empowering an official body to see this effort through. As such, the REJTF recommends the following for immediate action:

1. **The BOS shall hear and consider the Town of Fairfield Blueprint for Racial Equity and Justice, as presented by members of the Racial Equity and Justice Task Force**
2. **The BOS shall vote to accept into public record the Town of Fairfield Blueprint for Racial Equity and Justice**
3. **The Town of Fairfield shall make a formal proclamation and adopt a subsequent resolution that acknowledges the existence and impact of a combination of systems that disadvantage BIPOC residents in access and opportunity in Fairfield, and commits to addressing racial equity and justice in town governance and town operations**

#### *Rationale*

Explicitly acknowledging the existence and impact of systemic racism clears a path to addressing the disparities and inequities it causes; it is one way to hold town government accountable and it signals solidarity with residents of color.

Issuing a proclamation/statement has become standard best practice in both the private and public sectors. According to data from CCM, a total of eighteen towns in CT, including Windsor, Hartford, Bloomfield, West Hartford, and New Britain have passed resolutions.

A growing number of experts and organizations, including the American Public Health Association (APHH), have declared racism a public health emergency. As a result of the trauma inflicted by racism and the purposeful disinvestment in their social and economic well-being, people of color live, for example, with disproportionately higher cortisol

levels, higher rates of chronic stress, higher rates of chronic disease, lower infant birth rates, higher rates of COVID-19 infection.

On Tuesday, June 1st, 2021, the State of Connecticut, in a vote of 114-33, declared racism a public health crisis in Connecticut; twenty-one Connecticut municipalities have declared racism a health crisis and are taking steps to fight it.

### Sample Proclamation Language

CCM, Racial Equity Toolkit, various documents

[https://www.ccm-ct.org/Portals/CCM/PDF/CCM\\_RacialEquityToolkit\\_2020\\_5.pdf?ver=aTRjWQWYnHqNF\\_WmC-QS7g==#:~:text=The%20purpose%20of%20CCM's%20Racial%20Equity%20Toolkit%20is%20to%3A&text=Facilitate%20the%20sharing%20of%20information.racial%20equity%20in%20our%20municipalities.&text=Build%20shared%20accountability%20for%20progress%20in%20achieving%20racial%20equity%20in%20Connecticut.](https://www.ccm-ct.org/Portals/CCM/PDF/CCM_RacialEquityToolkit_2020_5.pdf?ver=aTRjWQWYnHqNF_WmC-QS7g==#:~:text=The%20purpose%20of%20CCM's%20Racial%20Equity%20Toolkit%20is%20to%3A&text=Facilitate%20the%20sharing%20of%20information.racial%20equity%20in%20our%20municipalities.&text=Build%20shared%20accountability%20for%20progress%20in%20achieving%20racial%20equity%20in%20Connecticut.)

Mercer Island, Washington - proclamation

[https://www.mercerisland.gov/sites/default/files/fileattachments/city\\_council/page/23201/proclamation\\_no\\_252.pdf](https://www.mercerisland.gov/sites/default/files/fileattachments/city_council/page/23201/proclamation_no_252.pdf)

Mountain View, California - affirming the Citee's values, various documents

[https://www.mountainview.gov/depts/manager/racial\\_equity\\_and\\_justice\\_\(rej\).asp](https://www.mountainview.gov/depts/manager/racial_equity_and_justice_(rej).asp)

Demver, Colorado - proclamation

[https://cnneighbors.com/resources/Documents/20-0543\\_Proclamation\\_RacismPublicHealthCrisis.pdf](https://cnneighbors.com/resources/Documents/20-0543_Proclamation_RacismPublicHealthCrisis.pdf)

NYC - proclamation, Racism as a Public Health Crisis

<https://www1.nyc.gov/assets/doh/downloads/pdf/boh/racism-public-health-crisis-resolution.pdf>

### Additional Resources

CT Declares Racism is a Public Health Crisis

<https://ctmirror.org/2021/06/01/house-passes-bill-declaring-racism-a-public-health-crisis-in-connecticut/>

American Public Health Association

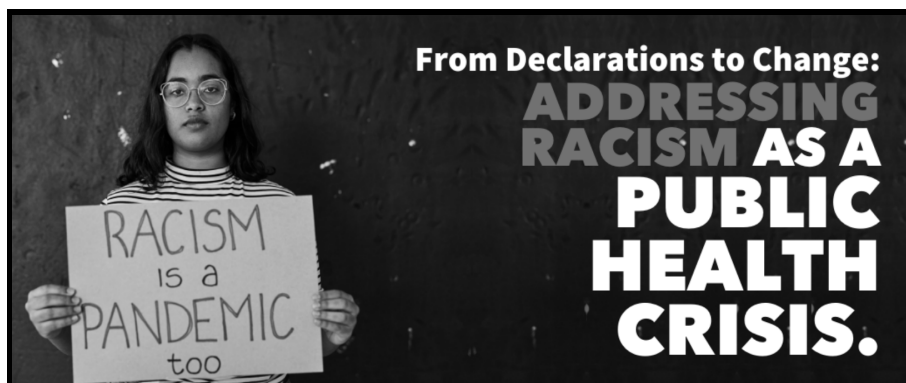
<https://www.apha.org/topics-and-issues/health-equity/racism-and-health/racism-declarations>

State of CT - declaring racism as a public health crisis

<https://www.hesct.org/blog/declaring-racism-public-health-crisis-connecticut/>

CDC, Racism and Public Health

<https://www.cdc.gov/healthequity/racism-disparities/index.html>



#### **4. The BOS shall establish a permanent Commission on Racial Equity and Justice in the Town of Fairfield**

##### ***Rationale***

The REJTF was formed as a temporary advisory committee, empowered to collect data, conduct interviews, and make recommendations to the BOS. It was not empowered to make recommendations to individual departments, nor was it empowered to enact policy or participate in town operations. In its current iteration, the existing REJTF will disband upon presentation of this blueprint.

Existing inequities and injustices will not be eradicated without dedicated, sustained and strategic leadership. A permanent Commission, inclusive of our BIPOC community and local partners, is integral in providing practical assistance in implementing focused and innovative initiatives.

In the Deep Listening Project, Town employees noted that recruitment of diverse candidates is difficult. At present, there is no coordinated approach through the human resources department to increase the recruitment of diverse candidates, nor is there a coordinated approach to address issues related to promotion and advancement opportunities for diverse employees, or for addressing bias.

##### **A Permanent Commission on Racial Equity and Justice would:**

- Build upon the work of the REJTF, coordinate efforts with existing groups, and facilitate the on-going conversations required to put principles of justice and equity into practice.
- Consider diversity, equity and inclusion as critical to best hiring practices,
- Collect, analyze, and manage research and report data, as well as develop, draft, and adopt a comprehensive racial equity action plan and monitor its progress toward stated goals. The REJTF blueprint would inform this work.
- Consult and advise Town officials on how to best incorporate recommendations by local non-profit organizations (i.e. Fairfield Equity Coalition, Sustainable Fairfield Task Force Equity Committee and the Connecticut Racial Profiling Project)
- Serve as a resource and subject matter experts for town programming
- Serve as a conduit to bridge conversations between the community and Town officials

- Make recommendations to the Administration on making Town communications (i.e. the town website, seal, charter) more inclusive by acknowledging the history of people of color in Fairfield
- Serve as a Citizen Review Board when there are instances of racism, racist slurs or related issues. The Scholar Strategy Network is one source for better understanding the role a citizen review board can serve in advancing equity and justice initiatives in any given municipality

### **Additional Resources**

St. Louis Park, MN, A Vision for Racial Equity

<https://www.stlouispark.org/home/showpublisheddocument/15284/637110590698770000>

Fairhaven, MA, Belonging Committee

<https://www.fairhaven-ma.gov/belonging-committee>

Racial Equity Alliance

[https://racialequityalliance.org/wp-content/uploads/2015/02/GARE-Resource\\_Guide.pdf](https://racialequityalliance.org/wp-content/uploads/2015/02/GARE-Resource_Guide.pdf)

<https://www.racialequityalliance.org/resources/racial-equity-toolkit-opportunity-operationalize-equity/>

Scholars Strategy Network

<https://scholars.org/brief/how-civilian-review-boards-can-further-police-accountability-and-improve-community-relations>

## **5. The Town of Fairfield shall hire a full-time town Director of Community Justice and Belonging charged with oversight and management of racial equity planning and response**

### ***Rationale***

Fairfield does not have a dedicated point person for the development and coordination of any racial equity and justice initiatives for the Town. To complement the work of a permanent Commission for Racial Equity and Justice and all related initiatives, the town needs the institutional credibility of an empowered expert.

As 2020 Census statistics show, the workforce across all domains, including the public sector, are becoming increasingly diverse. The workplace has to adapt to be more inclusive of this demographic shift. Hiring a Director for Community Justice and Belonging is one way to ensure the Town provides a culture where all employees and customers are protected, feel safe, and have equal opportunities. This cultural transformation must be measurable using established metrics of equity and inclusion.



A Director of Community Justice and Belonging would:

- Work across all departments in Town government to optimize organizational culture, align the Town's diversity and inclusion goals with business outcomes and respond to changes or policies that occur outside of Town operations that impact employees and residents
- Work in collaboration with the head of Human Resources to create the Town's strategy for recruitment of diverse candidates across all Departments including:
  - Developing and managing diversity and inclusion strategies
  - Identifying new programs to bolster diversity in the workforce
  - Overseeing employee discrimination complaints
- Identify and apply for grants for operating and strategic initiatives
- Support strategic collaboration between departments, as well as between executive and leadership teams
- Develop and support executive training and culture management initiatives
- Address issues facing historically disenfranchised populations within Fairfield
- Participate in the recruitment, hiring and training of town employees
- Collect and analyze data, and establish capabilities to disaggregate data in order to identify disparate impacts and outcomes of town policies and programs on different racial and ethnic groups
- Identify and resolve disparate impacts of town policies and projects
- Host listening projects and community meetings
- Develop townwide equity goals and plans
- Monitor implementation racial, equity and justice plan across all town departments and report regularly to the BOS and other Town bodies
- Coordinate public responses to current events
- Collaborate with community groups and other invested stakeholders

## Additional Resources

[https://ehq-production-us-california.s3.us-west-1.amazonaws.com/5a62704d19208a45e29a54aec2ab38f7f3dc808f/original/1618441557/223640e6d7eb544f4f59f12452c789cb\\_21-23100\\_-\\_Diversity\\_Equity\\_and\\_Inclusion\\_Officer-ENGLISH-WebReady.pdf?X-Amz-Algorithm=AWS4-HMAC-SHA256&X-Amz-Credential=AKIAIBJCUK4ZO4WUUA%2F20211218%2Fus-west-1%2Fs3%2Faws4\\_request&X-Amz-Date=20211218T172738Z&X-Amz-Expires=300&X-Amz-SignedHeaders=host&X-Amz-Signature=33d8e80f25432b59525eea37c2b91d4134636949ab3df5087e0cd69dfe859493](https://ehq-production-us-california.s3.us-west-1.amazonaws.com/5a62704d19208a45e29a54aec2ab38f7f3dc808f/original/1618441557/223640e6d7eb544f4f59f12452c789cb_21-23100_-_Diversity_Equity_and_Inclusion_Officer-ENGLISH-WebReady.pdf?X-Amz-Algorithm=AWS4-HMAC-SHA256&X-Amz-Credential=AKIAIBJCUK4ZO4WUUA%2F20211218%2Fus-west-1%2Fs3%2Faws4_request&X-Amz-Date=20211218T172738Z&X-Amz-Expires=300&X-Amz-SignedHeaders=host&X-Amz-Signature=33d8e80f25432b59525eea37c2b91d4134636949ab3df5087e0cd69dfe859493)

Mission Square, public sector

<https://icma.org/articles/pm-magazine/new-kind-ceo-role-chief-equity-officer-and-other-equity-positions>

Employers Council, DEI and the Public Sector

<https://www.employerscouncil.org/resources/dei-and-the-public-sector/>

Employee Engagement Trends

[https://www.inspirus.com/employee-engagement-trends-and-forecasts-for-2021?utm\\_term=workplace%20inclusion%20and%20diversity&utm\\_campaign=2021+Trends+and+Forecasts&utm\\_source=adwords&utm\\_medium=ppc&hsrc=5473861309&hscam=12736083990&hgrp=120810220077&hsad=514019125852&hsa\\_src=g&hsa\\_tgt=kwd-816423791735&hsa\\_kw=workplace%20inclusion%20and%20diversity&hsm\\_t=b&hsa\\_net=adwords&hsa\\_ver=3&gclid=Cj0KCQiA8ICOBhDmARIsAEGl6oIhXa1KioB16-aKAVq6Rw\\_pnyC0By19-zw77AuxkdhmDI9UZs\\_uZXqMaAsS\\_EALw\\_wcB](https://www.inspirus.com/employee-engagement-trends-and-forecasts-for-2021?utm_term=workplace%20inclusion%20and%20diversity&utm_campaign=2021+Trends+and+Forecasts&utm_source=adwords&utm_medium=ppc&hsrc=5473861309&hscam=12736083990&hgrp=120810220077&hsad=514019125852&hsa_src=g&hsa_tgt=kwd-816423791735&hsa_kw=workplace%20inclusion%20and%20diversity&hsm_t=b&hsa_net=adwords&hsa_ver=3&gclid=Cj0KCQiA8ICOBhDmARIsAEGl6oIhXa1KioB16-aKAVq6Rw_pnyC0By19-zw77AuxkdhmDI9UZs_uZXqMaAsS_EALw_wcB)

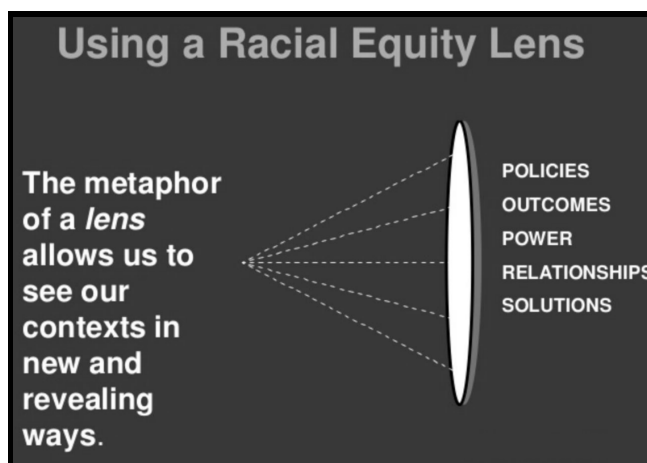
Diversity for Social Impact

<https://diversity.social/chief-diversity-officer/>

## IV. ADDITIONAL RECOMMENDATIONS

A racial and equity lens should be applied to all new and ongoing strategic initiatives. Many of the following recommendations reflect widely accepted best practices in both the public and private sector. Some, such as Charter review, involve discussions already underway.

Based on conversations with residents, advocates, Town employees, and elected officials, the REJTF determined *governance, criminal justice/policing, housing, education, community engagement* and *arts/culture* are areas of Town operations requiring careful consideration of how to best address racial equity. The REJTF focused on six categories, but these are not the only areas worthy of consideration for further exploration. In each of the categories, the REJTF examined current state and provided rationale for the recommendations made below.



# 1. GOVERNANCE

## Governance - Current Situation

The Administration should be recognized for its commitment to asking hard questions about race, racism and inequities in the governance and operations of the Town.

## Governance - Rationale

The core role of local government is to provide essential services to Town residents; it has a substantial impact on the day-to-day life of the people it serves in the areas of budgeting, law enforcement, planning and zoning, registering to vote, or economic development, among others.

Because of the important role of local government in the health, safety and well-being of all residents, it's crucial, as stated by First Selectwoman Kupchick, "to improve customer service in town government and create a user-friendly experience for residents and businesses through modernization and technological improvements."

### First Selectwoman, State of the Town, January 2020

[https://www.fairfieldct.org/filestorage/10726/15800/17963/37165/2020\\_State\\_of\\_the\\_Town.pdf](https://www.fairfieldct.org/filestorage/10726/15800/17963/37165/2020_State_of_the_Town.pdf)

If the Town of Fairfield is to adhere to principles of equity and justice for all its residents, the Town government must ensure that its workforce (and its operational processes) remain responsive to residents' needs. The Town must actively engage with its diverse population by collecting and publishing data to set effective policy. It must diversify the Town's workforce, train and evaluate the workforce on racial equity, diversity, and inclusion and ensure equitable distribution of Town funds through the budgeting and contracting processes.

The Town of Fairfield does not currently follow widely accepted best practices for incorporating racial equity, diversity, and inclusion into its work. It lacks crucial data on the diversity of its workforce and the data it does collect is not readily available to the public. Additionally, Fairfield does not engage in regular/on-going training of Town employees in culturally appropriate interactions with its diverse residents. Efforts to increase workforce diversity are seemingly ad hoc and lack consistent focus. Employee performance appraisals are not performed on a regular basis and do not include metrics on racial equity goals. The Town lacks formal mechanisms to understand and account for racial equity, diversity, and inclusion in its budgeting and contracting procedures.

## Additional Resources

<https://www.forbes.com/sites/mariamminor/2021/05/03/heres-the-bottom-line-reason-why-companies-need-a-chief-diversity-officer/?sh=6b1f03f87bc3>

<https://www.ctpost.com/news/article/Census-Fairfield-growing-fastest-in-area-16396679.php>

## Governance - Recommendations

- Collect, review, and publish data on the racial, ethnic, and linguistic makeup of the Town's workforce in relation to the Town's demography, including the annual publication of a Race, Ethnicity, and Gender Diversity Report
- Develop and implement written procedures to increase the recruitment, retention, and promotion of people of color in the Town's workforce in coordination with Human Resources and the Director of Community Justice and Belonging. Specifically, the Town should:
  1. Publicize open positions widely and with transparency
  2. Standardize best practices for career development and promotion
  3. Develop inclusive and relevant employee responsibilities
  4. Clearly document the rationale behind a decision to hire/reject a job candidate
  5. Update plans and articulate timeline for contacting candidate's professional references
  6. Ensure ethical hiring practices to minimize bias
- Require all town employees, including senior leadership, to attend annual racial equity and cultural competency training sessions, such as those offered by the American Leadership Forum
- Perform annual audits on promotional pay, hiring, and firing practices to identify any patterns correlated with age, race, gender, ethnicity, religion, or other protected classes.
- Measure residents' use of and satisfaction with Town services, including collection of demographic data on both the residents providing the feedback and the service providers on whom they are commenting to ascertain, for example: if BIPOC town members are more or less satisfied with services than non-BIPOC town members; or if BIPOC town members are more or less satisfied with BIPOC or non-BIPOC town service providers; if non-BIPOC town members are more or less satisfied with BIPOC town service providers, etc. in order to expose any unconscious bias
- Provide language interpreter/translator services for people who speak languages other than English

- Actively recruit bilingual candidates to fill open Town workforce positions. In conducting interviews to fill open positions, designate bilingual or multilingual knowledge as a highly desirable qualification
- Develop and publish clear metrics for Town use of minority business enterprises (MBEs), diverse business enterprises (DBEs), and women-owned business enterprises (WBEs) to increase diversity of Town contracting, and hold Town employees accountable for meeting those metrics
- Adopt a budget equity assessment tool to guide Town departments in using an equity lens when developing budget requests and assessing budgeting impacts on residents
- Examine zoning, blight, environmental remediation projects etc. to better understand impact on minority communities
- Ensure all Town residents share equally in Town resources and services
- Review racial and equity implications of all decisions regarding town infrastructure allocation and commercial siting decisions
- Diversify Town government through the appointment of diverse candidates for Boards and Commissions
- Require Department Heads to review this plan and report back to the Board of Selectmen within six (6) months with an action plan to incorporate the practices suggested within this document
- Review the Town Charter to identify and eliminate any policies hindering racial equity and justice
- Form a Racial Equity and Justice subcommittee of the Town Charter Review Committee to examine policies and procedures through a 21st-century equity lens
- Work with the Town Charter Review Commission to examine the town seal, initially adopted on July 1, 1935
- Review the Town of Fairfield website page and edit it as needed to fully represent our community history
- Review names of Town streets, schools, monuments, and municipal structures to consider if any of these represent a history of racism or disenfranchisement
- Include Racial Equity and Justice as a Critical Success Factor in the *One Town One Vision* Strategic Plan. To ensure that Racial Equity and Justice is a core strategic goal,

- adopt (as is standard practice for other Critical Success Factors) an Implementation Action Matrix that identifies key initiatives and objectives, implementation time frame, priority, potential partners, key performance indicators, and personnel responsible for each action
- Establish the capability to disaggregate all data used to assess the impact and outcome of town policies and programs

**Town of Fairfield, website**

<https://www.fairfieldct.org/content/10724/12146/default.aspx>

**Draft Strategic Plan, *One Town, One Vision***

[https://www.fairfieldct.org/filestorage/10736/12858/52569/52579/102639/DRAFT\\_2020\\_Fairfield\\_Strategic\\_Plan\\_LO\\_%2811-30-20%29.pdf](https://www.fairfieldct.org/filestorage/10736/12858/52569/52579/102639/DRAFT_2020_Fairfield_Strategic_Plan_LO_%2811-30-20%29.pdf)

**Additional Resources**

<https://allincities.org/toolkit/contracting-and-procurement>

[https://www.aecf.org/blog/aiding-youth-serving-organizations-in-pursuing-racial-equity?gclid=Cj0KCOiAqvaNBhDLARIsAH1Pq505LWPya0AQbEvx7zjCOfN4FSowbqD6NNbCukRhQVLsc5PvvDBL.SQaAvlfEALw\\_wcB](https://www.aecf.org/blog/aiding-youth-serving-organizations-in-pursuing-racial-equity?gclid=Cj0KCOiAqvaNBhDLARIsAH1Pq505LWPya0AQbEvx7zjCOfN4FSowbqD6NNbCukRhQVLsc5PvvDBL.SQaAvlfEALw_wcB)

<https://www.racialequityalliance.org/resources/equitable-development-tool-advance-racial-equity/>

<https://www.beapplied.com/post/ethical-hiring-practices>

[https://www.nalp.org/fair\\_ethical\\_recruitment](https://www.nalp.org/fair_ethical_recruitment)

<https://www.google.com/search?q=ethical+hiring+practices+town+government&oq=ethical+hiring+practices+town+gov&aqs=chrome..69i57j33i160.8263j0j4&sourceid=chrome&ie=UTF-8>



## 2. CRIMINAL JUSTICE and POLICING

The relationship between the Police Department and the citizens of Fairfield is one critical element of citizens' perceptions of racial equity and justice in this community. The Administration and other town leaders play a key role in fostering collaboration, responsiveness and transparency between the police department and Fairfield's citizens.

### **Criminal Justice and Policing - Current Situation**

In the fifteen months since the establishment of the REJTF, Police Chief Robert Kalamaras has been actively engaged in discourse and complex, sometimes difficult conversations on race and racism with the Task Force. It is clear from his actions and in discussions with the Chief that issues of racial equity and justice, as they relate to the safety and well-being of the community, are a priority for his department.

Chief Kalamaras was officially sworn in as Chief in January, 2021 and at the time stated (he) "wanted to make the Fairfield Police Department a model of fairness and openness that reflects the needs of all residents. Our department's methods and the resources available to us all continue to evolve, as does the world around us, and it is vitally important that our core values also continue to advance and progress forward."

One of his first acts in office was to release a new patch for the Department uniforms to serve as a small symbol of the promises made to continually better the agency. Chief Kalamaras said, "this new patch symbolizes our department's dedication to serving the Fairfield community and our commitment to being a 21st century, forward-thinking and inclusive police agency."



**Press Release, new patch for the Fairfield Police Department**

<https://fpdct.com/news-releases/fairfield-police-department-unveils-new-patch-for-uniforms/>

As a result of the evolving relationship between the Task Force and the FPD, Lieutenant Felix Esposito, Office of Professional Standards, invited members of the Task Force to participate in the hiring process for new candidates to the Departments; this demonstrates a commitment to a more inclusive process.

There are, however, still significant issues that need to be addressed here. Many participants in the Community Roundtable and Deep Listening projects noted ways in which people of color feel overly scrutinized and disrespected in their interactions with the Police Department. These subjective perceptions are also reflected in objective data. In the summer of 2021 police officers in Fairfield stopped a Black male in a car in response to a call regarding a white male suspect, raising the issue of potential bias. In response to this incident, Chief Kalamaras led a frank and open exploration of the need for sensitivity training, hiring processes, and policy development.

### **CT Racial Profiling Report, 2018**

[https://assets.website-files.com/6076e3f57e39855392637f16/60896a7aa7f2f7b9119055b1\\_2017-Connecticut-Racial-Profiling-Report.pdf](https://assets.website-files.com/6076e3f57e39855392637f16/60896a7aa7f2f7b9119055b1_2017-Connecticut-Racial-Profiling-Report.pdf)

The Connecticut Racial Profiling Prohibition Project (CTRP3), established in 2012 with the passage of the Alvin Penn Act, focuses on issues of police profiling. In 2013, the project began collecting 26 points of data from every police traffic stop across the State. CT was the first State to do this and is a model program. All 107 police departments across the State are analyzed each year. If CTRP3 sees a “preponderance of evidence” showing practices that fall outside acceptable ranges for a department, they undertake a more in-depth study to find out why. This information is then shared with the identified police department.

Fairfield was identified for further study in 2017. In a follow-up study in 2018, it was reported that there were patterns of traffic stops in areas bordering Bridgeport that targeted Black and Hispanic drivers. The analysis revealed higher utilization of police equipment like license plate readers and higher rates of physical vehicle searches. The report indicated that these discrepancies are often attributed to socio-economic factors based on the mistaken assumption that higher rates of stops and searches reflect higher rates of infractions in less affluent areas of town. In fact, the report notes that the infraction rate in more affluent areas are comparable if not higher, suggesting that the increased stops and searches may be based on racial or ethnic factors.

At the time, the results of these investigations were presented to Department leadership. CTRP3 recommends that these periodic reports be shared not only with police leadership, but also with town government leaders, community members, and advocates.

- **For a more accurate assessment of current state, the REJTF recommends a follow up study from CTRP3**

### **CT TRAFFIC STOP DATA**

<http://trafficstops.ctdata.org/>



## **Criminal Justice and Policing - Rationale**

The REJTF studied the Stratford Police Community Policing (CP) as one emerging model for addressing racial and equity issues in policing. CP is defined as *“a philosophy that promotes organizational strategies that support the systematic use of partnerships and problem-solving techniques to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder and fear of crime.”*

### **Community Policing Defined, US Department of Justice**

<https://cops.usdoj.gov/RIC/Publications/cops-p157-pub.pdf>

The CP Program, which was recognized by the State of Connecticut in 2021 as a model for making police stops safer, focuses on de-escalation techniques for officers and civilians, building trust between law enforcement and the community, recognizing implicit bias and how it affects policing and the success of police/community relations and the importance of empathetic and compassionate law enforcement.

On a more local level, the Town of Stratford, CT has developed a Police Empowerment Program (PEP) that works in conjunction with their Police Athletic League. PEP is grounded in CP with the goal of improving town/police relations and decreasing racial profiling by identifying multiple ways in which police officers interact with residents.

A more in-depth examination of the origins in policing (both nationally and locally) may offer an opportunity to better understand any historical divide between BIPOC residents and law enforcement. Undoubtedly advancements of technology, science, and social justice have affected law enforcement for the better, but continued open and frank conversations about current state of policing nationally will help contextualize and potentially assuage concerns or clarify false assumptions about policing locally.

## **Criminal Justice and Policing - Recommendations**

- Create and expand opportunities for FPD to engage positively in community events
- Examine the Community Policing model and adapt techniques/methods to the unique demographics of the town of Fairfield
- Hire a full-time Community Outreach Coordinator outside the FPD
- Provide mental health and wellness evaluation and care for both police officers and victims of racial profiling
- Increase participation of citizens in law enforcement in accountability reviews, union negotiations, and hiring processes

- Share hiring policies and procedures for recruits with the community
- Examine use-of-force policies and/or ways to redefine public safety and combat systemic racism within law enforcement and share findings with the community
- Review of the FPD website, in particular the section on the History of the Fairfield Police Department

## **Additional Resources**

### **History of the Fairfield Police Department**

<https://fpdct.com/about/>

### **Reimagining PolicingThe My Brother’s Keeper Alliance**

<https://www.obama.org/policing-pledge/>

### **National League of Cities, Reimagining Policing**

[https://www.nlc.org/wp-content/uploads/2021/01/NLC2021\\_ReimaginingPolicing.pdf](https://www.nlc.org/wp-content/uploads/2021/01/NLC2021_ReimaginingPolicing.pdf)

## **Additional Sources**

<sup>[1]</sup> “State of Connecticut Traffic Stop Data Analysis and Findings, 2019” Connecticut Profiling Prohibition Project

<sup>[2]</sup> “Racial Disparities in Traffic Stops Decrease, But Inequalities Remain,” Ryan Lindsay, Connecticut Public Radio, May 6 2020

<sup>[3]</sup> “Report: Racial Profiling Still a Problem in Traffic Stops,” Lisa Backus, *Connecticut Post*, June 26 2019

<sup>[4]</sup> *The Color of Law*, Richard Rothstein

<sup>[5]</sup> “The Black-White Economic Divide is as Wide as It Was in 1968,” Heather Long, Andrew Van Dam, *The Washington Post*, June 4 2020

### 3. HOUSING

Race should not be a factor in determining access to housing in the Town of Fairfield. Alas, affordability is not exclusively a race issue. A further exploration of the intersection between race, socio-economics/class and affordability would illuminate need and inform further recommendations. Examining the history of zoning laws, market forces and redlining and their implications on present-day, will help identify disparities in access to specific neighborhoods, as well as the allocation of Town resources. While an increase in affordable housing options for residents presents more opportunity, more inventory alone would not sufficiently address raced-based access issues.

#### **Housing - Current Situation**

Rampant racial segregation, redlining, and discriminatory credit practices substantially hampered Black homeownership in the decades following WWII; this history is part of our Town and State's history, and it influences the current reality here. Connecticut has the highest level of income inequality in the country;<sup>[7]</sup> it also has very high homeownership gaps – the largest in the nation between mixed-race and white residents; the second largest between Latino and white residents; and the fifteenth largest between Black and white residents.<sup>[8]</sup> Probate records document the prevalence of racially restrictive covenants in Fairfield, preventing the future sale or occupancy of a property to anyone of color, with language such as the following 1940 covenant : “No persons of any race other than the white race shall use or occupy any building or any lot, except that this covenant shall not prevent occupancy [by?] servants of a different race.”

As a result of this history and factors such as market forces and zoning laws, Fairfield has a lack of social, economic, and housing diversity. Black, Hispanic and low-income households are underrepresented in the town. Assisted affordable housing units constitute only 2.5% of housing stock, compared to 11.6% for the State as a whole.<sup>[9]</sup>

According to the State's Section 8-30g Appeals List, in 2020 Fairfield had 21,648 housing units in total.<sup>1</sup> Out of these only 556 or 2.57% are affordable. This is well below the 10% affordable housing threshold that the State requires for a city or town to not be subject to a potential lawsuit under Section 8-30g which allows developers to sue a city or town that denies any planning or zoning application to develop affordable housing unless 10% of that city or town's housing stock is already affordable. Fairfield also has 337 affordable units that are either in construction, approved but delayed, or are in the planning stages.<sup>2</sup> Even if all of these pending affordable units were to be built, that would still leave the Town approximately 1,400 units short of the 10% affordable housing threshold. According to its Chairperson, Stephen Grathwohl, Fairfield's Affordable Housing Committee is currently in the process of preparing a 5-Year Affordable Housing Plan to help address these issues.

---

<sup>1</sup> 2020 Affordable Housing Appeals List – Exempt & Non-Exempt Municipalities

<sup>2</sup> CGS 8-30g Moratorium Status – 10/8/21

The Open Communities Alliance has assessed the planning and zoning practices of twelve Connecticut communities including Fairfield, with low levels of affordable housing and recommends modifying planning and zoning regulations to allow for more multifamily and affordable housing. Currently over 7,000 people have applied for affordable housing through Fairfield's Public Housing Authority. Fairfield currently has only 231 public housing units.<sup>3</sup> With such limited supply and low turnover it would take many, many years for those on the waiting list to have any opportunity to move into an affordable public housing unit.

### **Open Communities Alliance**

[https://www.ctoca.org/zoning\\_for\\_equity](https://www.ctoca.org/zoning_for_equity)

A distinction also needs to be made between “affordable” and “fair” housing. Fair housing implies that affordable housing is dispersed throughout a town or city so that each area is doing its fair share. A town can have a supply of affordable housing but if it is all concentrated in one or two areas of that town it would not meet the threshold for fair housing. For example, of the affordable units in Fairfield, most are located in the Stratfield or University districts, whereas in the Greenfield Hill area there are no known affordable housing units. Whether this is a product of redlining and/or “steering” is difficult to measure because those discriminatory tactics are not generally overtly practiced.

The Director of Community and Economic Development, acting as the Town's Fair Housing Officer, receives and responds to complaints alleging violations of federal or state fair housing laws. While the Director provides regular training on fair housing matters to the Fairfield Board of Realtors and provides guidance and counsel to those with questions, the Director currently has limited resources to manage this process thoroughly. Consequently, once initial information is gathered from a complainant, the matters are typically referred to the Connecticut Fair Housing Center (or to HUD/CHRO) for a more thorough investigation and possible enforcement action.

### **Housing - Rationale**

Fairfield has a long but sometimes hidden history of race-based housing segregation which lives on in assumptions about the impact of increased integration. Concerns that allowing Black and Hispanic families to move into a neighborhood will negatively affect property values is rooted in fear and perpetuates racial stereotypes and institutional racism. Addressing this history and its current implications requires the active involvement of town leadership.

The town currently lacks the infrastructure to address complaints about housing discrimination. Due to staffing limitations, individuals and families can only file complaints with state or federal agencies.

Decreasing housing segregation will increase interactions between the majority and minority citizens.

---

<sup>3</sup> 2020 Affordable Housing Appeals List – Exempt & Non-Exempt Municipalities

**Urban Institute Initiative**

<https://housingmatters.urban.org/articles/applying-racial-equity-lens-housing-policy-analysis>

**Connecticut Commission on Human Rights and Opportunities**

<https://portal.ct.gov/-/media/CHRO/Publications/CHROs-Zoning-and-Discrimination-2021-Report.pdf>

**CT Zoning Atlas**

<https://www.desegregatect.org/atlas>

XOCC

457

**To all People to whom these Presents shall come, Greeting:**

Know Ye, THAT I, William Benner, of Bridgeport, Fairfield County, State of Connecticut,

For the consideration of One dollar and other considerations, received to my full satisfaction of Josef Rusakewics of said Bridgeport,

Do Give, Grant, Bargain, Sell and Confirm unto the said Josef Rusakewics a certain piece of land, situated in the Holland Heights District, in the Town of Fairfield, in said County and State, and bounded and described as follows, vis:

North on Tunxis Hill Road 50 feet;  
 East on land of said Benner (lot No.41) 250 feet;  
 South on land of said Benner (Lot No.37) 50 feet;  
 West on York Road 250 feet;

Being lot No.42 on map of Roseville Gardens filed June 24,1912. Said premises are conveyed subject to the following conditions:

1. The ditch or water drain open across said lot shall be kept free and clear for water course at all times by the said grantee.
2. Any fences erected on said lot shall be made and maintained at the expense of the said grantee.
3. The said lot shall not be sold or rented to an Oriental or colored person for a period of ten years from the date hereof.

which lot has an area of less than 6000 square feet nor a width of less than 30 feet at the front building setback line, except that a residence and garage may be placed upon lot No. 2, lot No. 3, lot No. 4, and lot No. 18 as shown on the recorded map.

5. No noxious or offensive trade or activity shall be carried on upon any lot nor shall anything be done thereon which may be or become an annoyance or nuisance to the neighborhood.
6. No persons of any race other than the white race shall use or occupy any building or any lot, except that this covenant shall not prevent occupancy by domestic servants of a different race domiciled with an owner or tenant.
7. No trailer, basement, tent, shack, garage, barn or other outbuilding erected in the tract shall at any time be used as a residence temporarily or permanently, nor shall any structure of a temporary character be used as a residence.
8. No dwelling costing less than \$3000 shall be permitted on any lot in the tract. The ground floor area of the main structure, exclusive of one-story open porch and garages, shall be not less than 600 square feet in the case of a one-story structure nor less than 500 square feet in the case of a one and one-half, two, or two and one-half story structure.

An easement is reserved over the rear five feet of each lot for utility in-

Historical land records detailing inequitable and racist housing laws.

## Housing - Recommendations

- Examine and identify planning and zoning mechanisms which may be impeding access to fair and equitable housing
- Highlight current policies and create guidelines and potential areas for improvement towards meeting affordable housing needs
- Examine and remove any language or policy within current planning and zoning regulations which are found to be discriminatory
- Create a Fair Housing Commission to monitor and enforce Fairfield's Fair Housing Policy including the hearing of grievances. The Director of Community Justice and Belonging shall be an *ex officio* member of the Commission. Without giving up the option to appeal to CHRO and/or HUD, housing discrimination grievances should be formally heard locally to address matters quickly and gather on-going concrete data on the nature and extent of discrimination in Fairfield
- Invest resources for a thorough local grievance process of any Fair Housing complaints
- Disseminate Fair Housing rules and regulations to all brokers, lawyers, appraisers and lending institutions involved in the housing industry.
- Conduct an annual assessment of predominantly BIPOC neighborhoods to ensure resources from the Town relating to police, fire, health and public works are fair and equitable

## Additional Sources

<sup>[6]</sup> "Best Shot At Narrowing Racial Homeownership Gap At Risk," Aris Folley, *The Hill*, 10/15/21

<sup>[7]</sup> "Income Inequality in Connecticut Towns Has a Racial Component," Dan Smolnik, *The Connecticut Mirror*, September 30 2020

<sup>[8]</sup> "In Recovering Urban Areas, Homeownership Makes All the Difference," Jacqueline Rabe Thomas, *The Connecticut Mirror*, November 16 2020

<sup>[9]</sup> "Housing Data Profiles," Partnership For Strong Communities

## 4. EDUCATION

Fairfield Public Schools(FPS) is committed to providing a high quality education which supports the needs of all learners, regardless of age, race, identity, religious beliefs, political affiliation, or special needs. FPS classrooms and personnel value each person as an individual and implement programs that create a culture and climate in which all students can succeed. .

The REJTF acknowledges the hiring of Digna A. Marte as Director of Diversity, Equity and Inclusion and encourages the Town of Fairfield to coordinate its DEIB efforts with Ms. Marte in her role. Below are some insights and recommendations ascertained from data collected throughout the tenure of the REJTF, but prior to Ms. Marte’s start date with the FPS; these recommendations are not intended to supersede or interfere with any ongoing efforts. Our hope is that these recommendations support and facilitate these efforts.

The mission of the Fairfield Public Schools, as adopted by the Fairfield Board of Education, is:

*“to ensure that every student acquires the knowledge and skills needed to be a lifelong learner, responsible citizen, and successful participant in an ever-changing global society through a comprehensive educational program.”*

<https://www.fairfieldschools.org/district-information/vision-of-a-graduate>

Viewing the FPS mission through the lens of racial equity and justice helps to define a vision in which all students in the Fairfield Public School system have equitable access to a high-quality education that respects and honors their identity and individuality. Achieving this goal requires access to physical resources, regardless of district or household circumstance, a learning environment free of discrimination, bias, and hostility, and curricular materials that act as both “windows and mirrors” of the realities of race and justice. The FPS workforce must also be trained in how to effectively engage in conversations about race and trained in racial equity and justice and cultural competence. This vision also requires; a developmentally appropriate racial equity and justice curriculum, a diverse FPS staff; and the elimination of racial disparities in student discipline.

<https://nationalseedproject.org/Key-SEED-Texts/curriculum-as-window-and-mirror>

### Education - Current Situation

The most significant theme that emerged in our Community Roundtable session is a lack of racial equity and justice in Fairfield Public Schools. Parents shared their children’s experiences in our schools, as well as a perceived lack of responsiveness and support in managing problematic situations. Comments included descriptions of microaggressions [1], racial slurs, and examples of approved curriculum without appropriate training or context created harm. In many cases, the failure of school staff to directly address these incidents as racism created additional harm. Parents expressed a concern that teachers and staff have not been equipped to



lead difficult conversations about race and identity and that administrators lack training to address racial issues.

In October, FPS released the first look at student achievement data, disaggregated by race/ethnicity as well as by students qualified as “high need”. These data look at multiple measures of achievement, special education services, discipline rates, and attendance percentages, and show major disparities that are negatively impacting our Black, Latino, and High Need student groups. Coupled with the results of our Roundtable, it is clear that our students need support from every stakeholder in our educational system.

<https://resources.finalseite.net/images/v1635789968/fairfieldschoolsorg/grs3j6soktgepbkvsqc/District-Student-Data-Presentation-October-2021-finished.pdf>

## **Education - Rationale**

The achievement of racial equity requires a partnership with families and community which, in turn, requires resources. Our K-12 education system accounts for 65 % of our yearly town budget and serves as a major factor in determining overall quality of life and the attractiveness of our town as a place to live.

The general “taboo” against frank conversations about racism seems especially prevalent in our school system. Connecticut state educational experts contend that introducing questions of race and equity into the classroom not only raises awareness of these issues but also enhances the development of critical thinking skills.

A joint letter from the state education department, the Connecticut Association of Public School Superintendents, the Connecticut Association of Boards of Education, the Connecticut Association of Schools, the American Federation of Teachers Connecticut and Connecticut Education Association affirmed:

*“the importance of a culturally responsive education... Education must continue evolving to remain relevant to, and reflective of, students’ social, cultural, and linguistic backgrounds to assist in the development of their lifelong respect and compassion for themselves, their classmates, their communities, and the world around them.”<sup>[10]</sup>*

The National PTA Position Statement on Inclusive Curricula in K-12 Education states:

*National PTA supports the implementation of diverse and inclusive curricula in K-12 public schools nationwide. As the largest child advocacy association in the nation, PTA is committed to the creation of innovative curricula and the necessary accompanying professional development that support culturally and linguistically-responsive teaching and learning so that the history of all students—including but not limited to African American, Latino(a), Native American, Asian and LGBTQ groups—is accurately represented and taught.*

*Culturally and linguistically responsive teaching and inclusive curricula should:*

- *Emphasize academic success for all students*
- *Enhance cultural competence by fostering understanding of students' cultures*
- *Promote family engagement by making connections between home language and school language*
- *Develop critical consciousness by recognizing racism, classism, and other issues in the world and developing a student's awareness to openly address these situations*

*Race and diversity are important factors in teaching, learning, and family engagement. While our schools have become more racially, ethnically and economically diverse over the past decade, culturally and linguistically responsive curricula have lagged. The necessity remains for inclusive curricula in all schools.*

*The National PTA believes that culturally and linguistically responsive teaching and learning, and inclusive curricula are imperative in building socially competent and aware children and youth, enhancing their intellectual capability and psychosocial well-being. It has been shown to yield positive educational results, including:*

- *Achievement of higher test scores*
- *Decreased truancy rates*
- *Exhibited higher self-esteem, and most importantly*
- *Increased graduation rates, creating greater post-secondary opportunities for all Students*

**National Parent Teacher Association**

<https://www.pta.org/docs/default-source/files/advocacy/position-statements/inclusive-curriculum-in-k-12-schools-ps.pdf>

**Education - Recommendations**

The Officer of Community Justice and Belonging should work collaboratively with FPS' DEI Officer to achieve stated goals as they impact Town operations and governance:

- The Administration should formally acknowledge, and FPS should adopt, the Fairfield Equity Coalition's recommendations to the Board of Education
- Ensure curricula for all grade levels engages cultural and racial diversity by amplifying perspectives and experiences of historically marginalized groups, and addresses the impact of race and culture on the construction of identity
- Implement ongoing mandatory anti-racism, implicit bias, and restorative justice training for all faculty and staff
- Recruit, hire, and retain racially diverse, culturally competent school faculty and staff

- Redesign the pathways to success to meet the needs of all students and ensure that race, socioeconomic status, etc. will not predict any student's educational outcome; examine other determinants that might contribute to the gap and consider how to eliminate or minimize them

**FAIRFIELD EQUITY COALITION/  
Education Recommendations**

<https://www.fairfeldequitycoalition.org/projects>

**Additional Resources**

<sup>[10]</sup> “Connecticut Educators Defend Diversity, Equity and Inclusion Initiatives,” Amanda Blanco, *The Hartford Courant*, July 14 2021

<sup>[11]</sup> “Moving Forward Together,” Dr. Miguel A. Cardona, Connecticut State Department of Education News, June 2 2020



## 5. COMMUNITY ENGAGEMENT

All Town residents should be free from discrimination and bias. To achieve this, not only does the Administration need to facilitate public and on-going dialogue about racism and bias, it must also promote and celebrate the diverse cultures represented in Fairfield and publicly condemn of all acts of hatred, discrimination, or bias against a particular community. The draft strategic plan for the Town of Fairfield accounts for some demographics of the community but does not take into account its racial and ethnic diversity, historical composition of the population, or demographic trends and their implications for the future of Fairfield. This is a critical blind spot; we cannot make intentional, strategic decisions about diversity, inclusion, and equity without a full understanding of the diversity in our community.

### Community Engagement - Current Situation

Over the years, a number of town-wide efforts have focused on issues of race and racial diversity:

#### May, 2011

A group of citizens and staff from the Fairfield public schools conducted a Community Conversation entitled, "Is Fairfield a Tolerant Community? A Community Conversation on Diversity and Tolerance in Schools and the Greater Community."

#### March, 2012

Fairfield's Community Conversations Committee on Cultural Diversity offered a discussion, "Let's Talk: As Diversity Grows, So Must We," on growing diversity in schools and communities.

#### June, 2020

First Selectwoman Brenda Kupchick convened a public forum "to actively listen, learn and begin the path toward meaningful changes on racial injustice and inequality." It was called "A Community Conversation on Racial Injustice & Inequality."

#### October, 2020

The Racial Equity and Justice Task Force (REJTF) was formed.

All these efforts have been meaningful and well-intended, but they have not been sustained or coordinated, nor have they involved formal partnerships with local organizations, particularly those representing residents of color. While there are nearly a dozen local organizations focused on issues related to racial equity, the lack of coordination and formal endorsement from the town reinforces a sense of marginalization and powerlessness

Many towns in Connecticut have issued formal proclamations that systemic racism exists and that it is a public health crisis. To date, the Administration has not formally acknowledged either. The lack of any formal acknowledgement fosters ambiguity about whether racism impacts the citizens of Fairfield and whether these impacts are worthy of attention, discussion, and action.

Analysis of the feedback from the Deep Listening interviews and the community discussions revealed a consistent theme. There is no centralized committee or process to coordinate the town's response to racial or equity-based incidents. Citizens noted that they didn't know where to report bias incidents occurring in town and, particularly, bias incidents occurring in Fairfield schools. While there are a number of local organizations addressing these issues, Fairfield lacks a centralized office to facilitate coordination.

### **Community Engagement - Rationale**

The REJTF reviewed a wide range of reports from agencies and communities working on municipal racial and equity projects. This brief review of best practices forms the rationale for the formal recommendations to the Board of Selectmen.

Several national and state-wide organizations have developed models of community engagement to enhance community engagement in racial equity projects. The National League of Cities (NLC) has published a set of best-practices which municipal leaders can use to build collaboration and engagement to address racial inequities in their communities. These recommendations have also been endorsed by the Connecticut Council of Municipalities (CCM). They recommend that towns:

- Make a public declaration that racism and systemic racism affect the whole community. It is essential that town leaders explicitly state that racism and systemic racism exist in Fairfield and provide some historical context about how race and racism have influenced Fairfield's history
- Create a Community Visioning document about racial equity
- Build town-wide infrastructure to collect data on equitable allocation of resources
- Support and allocate resources to agencies and organizations already working on racial equity
- Dedicate new or existing resources to support racial equity initiatives across all town departments

Elected leaders must play a prominent role in setting town-wide racial and equity goals. These commitments must be both public and transparent to create the expectation that racial equity issues are relevant and meaningful to the whole community. A clear statement from town leadership creates the momentum and rationale for specific efforts to engage the whole Fairfield community. Many towns, as noted in the NLC report, have established regular community discussion forums. These forums are most successful when they are ongoing, formally scheduled, and advertised widely throughout the community. This formal coordination is key. The reports also stress the importance of reaching out to communities and locations within Fairfield who may not have easy and reliable access to digital information. Some communities

have established neighborhood engagement teams to maximize engagement with marginalized citizens

The CCM report also emphasizes the importance of directed outreach efforts. The report recommends that town's establish formal partnerships with organizations representing residents of color in order to secure feedback and advice on racial-equity related issues.

### **Community Engagement - Recommendations**

- Create programming focused on diversity, equity and inclusion, to raise awareness of racism, bias, and systemic racism in Fairfield. These programs should prioritize input from BIPOC residents and should include training opportunities for leaders of community and youth organizations
- Establish Neighborhood Resource Teams to build relationships with marginalized groups or communities
- Maintain a community calendar on the Town of Fairfield website through which local organizations working on racial equity and justice education can promote upcoming events

We have identified the following community resources with which the Town should partner:

#### **Fairfield Museum and History Center**

Underrepresented Voices Initiative

<https://www.fairfieldhistory.org/library-collections/underrepresentedvoices/>

To commission a historian to elevate the histories of Black, Native, Asian, and other non-white populations in Fairfield

#### **Fairfield Equity Coalition**

<https://www.fairfeldequitycoalition.org/>

To develop dialogue with current students and alumni of the Fairfield Public Schools

#### **Fairfield University**

Asian Students Association

<https://www.fairfield.edu/undergraduate/student-life-and-services/student-diversity/affinity-clubs/index.html>

Black Student Union

Black Studies faculty and students

<https://www.fairfield.edu/undergraduate/academics/schools-and-colleges/college-of-arts-and-sciences/programs/black-studies/index.html>

“The Fairfield Slavery Project”

<https://digitalhumanities.fairfield.edu/slavery/>

#### **Sacred Heart University**

Black Student Union

<https://www.sacredheart.edu/sacred-heart-life/you-belong-at-shu/diversity-inclusion--multicultural-clubs/black-student-union/>

#### **Fairfield Yabantu**

<https://fairfielDYabantu.com/>

**Sustainable Fairfield: Equity Committee**

<https://sustainablefairfield.org/2020/09/29/an-action-plan-for-a-sustainable-fairfield/>

**PTA Council Equity Project**

[https://www.nationalequityproject.org/?gclid=Cj0KCOiAt8WOBhDbARIsANOLp96sOAsgPbEyIv8OOoGE\\_fp3ebprhApUgUO6aI7HOwOLpseX1VTsz0aAtcbEALw\\_wcB](https://www.nationalequityproject.org/?gclid=Cj0KCOiAt8WOBhDbARIsANOLp96sOAsgPbEyIv8OOoGE_fp3ebprhApUgUO6aI7HOwOLpseX1VTsz0aAtcbEALw_wcB)

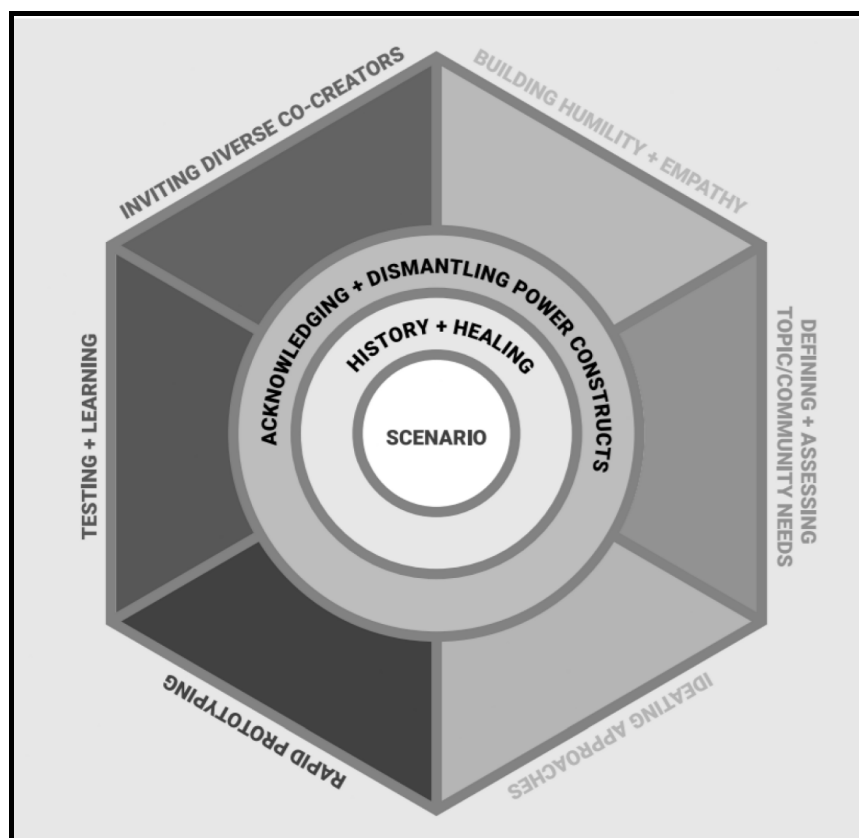
**Inclusive Parents of Fairfield**

<https://m.facebook.com/groups/189457772949219>

**Additional Resources**

Kellogg Foundation Truth, Racial Healing & Transformation

<https://healourcommunities.org/>

**Creative Reaction Lab**

<https://www.creativereactionlab.com/our-approach>

## 6. ARTS & CULTURE

**“The function of art is to do more than tell it like it is - it’s to imagine what is possible.”**

*-Bell Hooks*

Arts and Cultural organizations can bring the community together to tell diverse stories, address difficult topics, and create space for healing. By supporting diverse cultures through artistic expression, we can build a more interconnected town.



The ACLU asked 10 visual artists to create images of achieving [Systemic Equality](#)

### Arts & Culture - Current Situation

Fairfield is fortunate to have a wealth of arts and cultural organizations within our town. These include the Fairfield Museum and History Center, the Fairfield Theater Company, the Quick Center for the Arts and Fairfield University Art Museum at Fairfield University, the Edgerton Center for Performing Arts at Sacred Heart University, and the SHU Community Theater. The three public libraries also play an important role in bringing arts and culture to the community, as do other local arts and culture organizations.

Arts and Cultural organizations are increasingly asking the question “What is our role in advancing racial equity and justice?” This may take the form of establishing plans for diversity, equity, and inclusion (DEI), asking how programming might better reflect the diversity of the community, or supporting community events that advance racial equity and justice. The Cultural Alliance of Fairfield County recently instituted “Collective Action Against Racism & Inequity,” a program that supports organizations and artists in their endeavors to develop antiracist practices, signaling that racial equity and justice is an important consideration for arts and culture in our area.



## **Additional Resources**

Cultural Alliance of Fairfield County

<https://culturalalliancefc.org/resources/caari-resources/>

The Fairfield Museum and History Museum

<https://www.fairfieldhistory.org/exhibitions/past-exhibitions/>

## **Arts & Culture - Rationale**

Arts and Culture organizations in Fairfield have the potential to help lead the Town towards racial equity and justice by: modeling organizational culture that is inclusive; providing space for diverse artistic voices to be heard; inviting all citizens to tell their stories; and providing a place that is welcoming for all residents to gather and experience healing through the transformative power of the arts.

## **Arts & Culture - Recommendations**

- Encourage Arts and Cultural organizations to establish plans for diversity, equity, and inclusion and provide resources to support this process
- Invite Arts and Cultural organizations into community racial equity and justice planning forums
- Partner with Arts and Cultural organizations to present content that addresses issues of race identity, discrimination, and equality
- Establish a formal liaison between the permanent Commission on Racial Equity and Justice and representatives of Fairfield's cultural organizations
- Engage the artistic community of Fairfield in conversations around race and racism
- Identify opportunities for public art around themes of race, racism, inclusion, diversity and marginalization

## **Additional Resources**

<https://kresge.org/news-views/advancing-racial-justice-5-practices-to-adopt-from-arts-and-culture-organizations/>

<https://www.policylink.org/our-work/community/arts-culture>

<https://kresge.org/news-views/advancing-racial-justice-5-practices-to-adopt-from-arts-and-culture-organizations/>

<https://www.policylink.org/our-work/community/arts-culture>

<https://law.northeastern.edu/clic-advancing-racial-and-health-equity-through-the-arts/>

<https://kresge.org/news-views/commentary-eight-opportunities-to-advance-racial-justice-through-culture-and-creative-practices-insights-from-kresge-grantees/>

<https://www.arts.gov/about/news/2021/new-report-examines-role-arts-and-culture-fostering-social-cohesion-and-community-well-being>

<https://response.arts.ufl.edu/we-making-repository>

<https://www.racialequityalliance.org/2016/11/28/arts-strategy-build-racial-equity/>

<https://communitydevelopment.art/strategies/>

[https://communitydevelopment.art/sites/default/files/Practices\\_for\\_Advancing\\_Social\\_Cohesion.pdf](https://communitydevelopment.art/sites/default/files/Practices_for_Advancing_Social_Cohesion.pdf)

<https://www.artplaceamerica.org/view/pdf?f=public://pictures/artplacefieldscancommunitywealth.pdf><https://www.policylink.org/our-work/community/arts-culture>

<https://artisttrust.org/resources/racial-equity-social-justice-resources-for-allies-orgs-poc/>



## VI. CONCLUSION

***“(My) hope for our community is that we discuss these important issues openly and learn from having honest conversations with each other, not just by making statements.”***

~ First Selectwoman Brenda L. Kupchick,

{Excerpted from the Fairfield Patch: 'Really Powerful': Fairfield Students Walk Out to Protest Racism; May 24, 2021}

The Racial Equity and Justice Task Force is proud of the groundwork laid for an action plan around issues of race, equity, and justice in the Town of Fairfield. As a community, we must engage in more analysis, reflection, and **action** around the complex and difficult issues of race and racism for the health, safety, and well being of all residents of the Town.

The recommendations of the REJTF derive from our response to community members and rely on the best practices of other municipalities across the Country and from the National League of Cities (NLC).

A commitment to action begins with a proclamation acknowledging that racism exists in Fairfield (and perhaps declaring it a public health crisis), hiring a Director of Community Justice and Belonging, establishing a permanent Commission on Racial Equity and Justice, and examining the Town’s draft Strategic Plan and Town Charter through a lens of inclusion. Experts in the field of racial equity agree that we must commit to collectively normalize conversations about race: on-going conversations and continued dialogue on the deeply complex issues of race, racism and marginalization are essential. In their guide *Advancing Racial Equity In Your City*, the NLC quotes this response from a recent survey of mayors:

***“I think the single most important thing I can do as the mayor would be a convener, a convener for these really hard conversations that we need to be having about how our police interact with our minority communities, how our minority communities are impacted by education and housing and transportation and poverty.”***

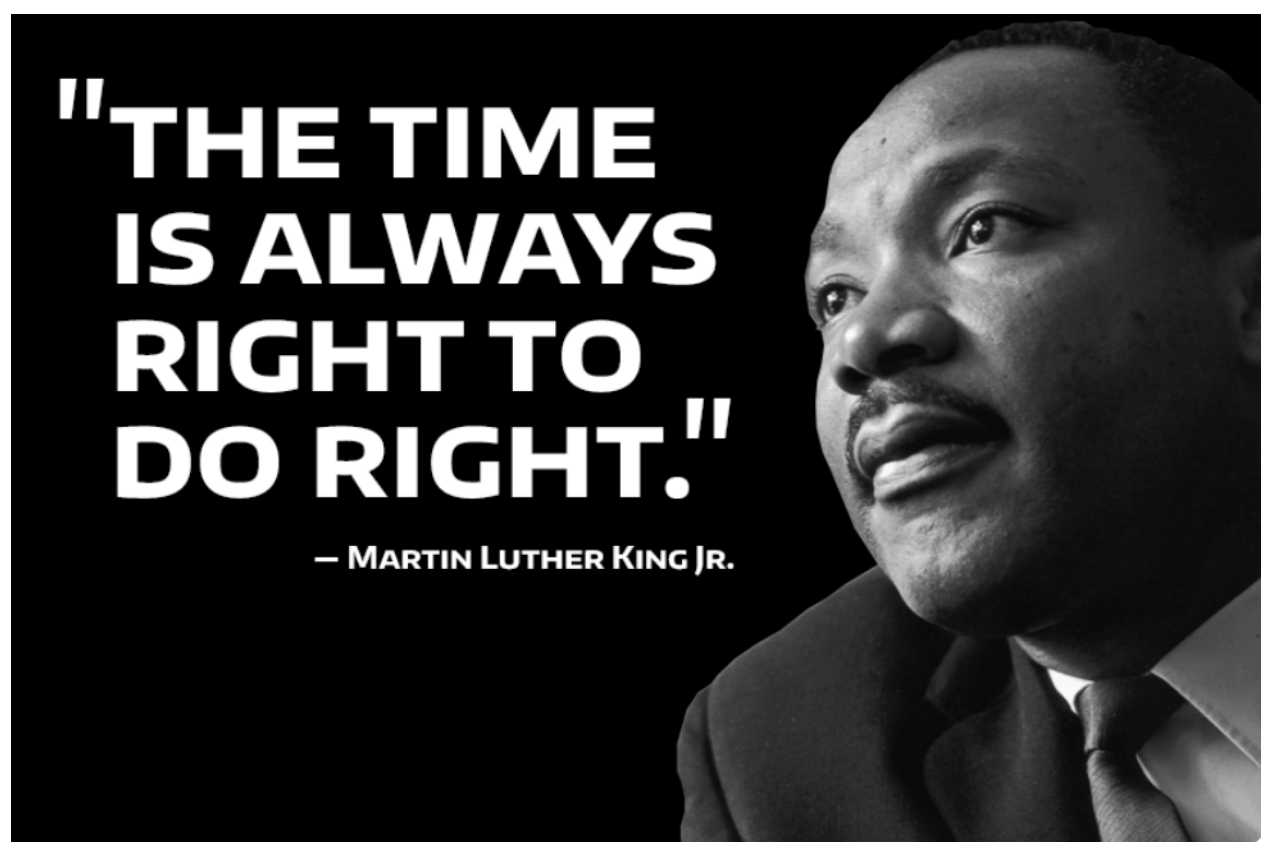
The recommendations in this report provide a roadmap for change that will require active engagement, bold leadership and ongoing collaboration between the community, town managers and employees, and the Administration.

Over the past fifteen months, the breadth and depth of engagement has been notable. We thank our fellow task force members, involved residents, Town employees, and community leaders for their passion and commitment to this important work.

The Racial Equity and Task Force is inspired by the honesty and courage of residents who shared their own personal stories of racism and prejudice. Their willingness to express the sometimes painful truth of their lived experience is humbling; it is in their honor we present this blueprint to the Board of Selectmen and the Town of Fairfield.

## **Blueprint for the Town of Fairfield, CT**

Respectfully submitted by  
The Racial Equity and Justice Task Force  
January 31, 2022



## Additional Resources:

[Amazon Link: https://www.amazon.com/dp/0060760907?tag=comsenmed07-20](https://www.amazon.com/dp/0060760907?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0060838671](https://www.amazon.com/dp/0060838671)

[Amazon Link: https://www.amazon.com/dp/006172825X?tag=comsenmed07-20](https://www.amazon.com/dp/006172825X?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0061730793?tag=comsenmed07-20](https://www.amazon.com/dp/0061730793?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0061783749?tag=comsenmed07-20](https://www.amazon.com/dp/0061783749?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0061938629?tag=comsenmed07-20](https://www.amazon.com/dp/0061938629?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0062215876?tag=comsenmed07-20](https://www.amazon.com/dp/0062215876?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0062422677?tag=comsenmed07-20](https://www.amazon.com/dp/0062422677?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0062498533?tag=comsenmed07-20](https://www.amazon.com/dp/0062498533?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0062691198?tag=comsenmed07-20](https://www.amazon.com/dp/0062691198?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0062742469?tag=comsenmed07-20](https://www.amazon.com/dp/0062742469?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0064462269?tag=harpercollinsus-20](https://www.amazon.com/dp/0064462269?tag=harpercollinsus-20)

[Amazon Link: https://www.amazon.com/dp/0316043087?tag=comsenmed07-20](https://www.amazon.com/dp/0316043087?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/031610731X?tag=comsenmed07-20](https://www.amazon.com/dp/031610731X?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0316213888?tag=comsenmed07-20](https://www.amazon.com/dp/0316213888?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0375836152?tag=comsenmed07-20](https://www.amazon.com/dp/0375836152?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0375858873?tag=comsenmed07-20](https://www.amazon.com/dp/0375858873?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0399166157?tag=comsenmed07-20](https://www.amazon.com/dp/0399166157?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0399252517?tag=comsenmed07-20](https://www.amazon.com/dp/0399252517?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0399257748?tag=comsenmed07-20](https://www.amazon.com/dp/0399257748?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0439023459?tag=comsenmed07-20](https://www.amazon.com/dp/0439023459?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0520272595?tag=ucpress0a](https://www.amazon.com/dp/0520272595?tag=ucpress0a)

[Amazon Link: https://www.amazon.com/dp/052555548X?tag=comsenmed07-20](https://www.amazon.com/dp/052555548X?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0544107713?tag=comsenmed07-20](https://www.amazon.com/dp/0544107713?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0544445252?tag=comsenmed07-20](https://www.amazon.com/dp/0544445252?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0545946174?tag=comsenmed07-20](https://www.amazon.com/dp/0545946174?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0761339434?tag=comsenmed07-20](https://www.amazon.com/dp/0761339434?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0763665312?tag=comsenmed07-20](https://www.amazon.com/dp/0763665312?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/076367883X?tag=comsenmed07-20](https://www.amazon.com/dp/076367883X?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0786808322?tag=comsenmed07-20](https://www.amazon.com/dp/0786808322?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0786818670?tag=comsenmed07-20](https://www.amazon.com/dp/0786818670?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0803733046?tag=comsenmed07-20](https://www.amazon.com/dp/0803733046?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0805098690?tag=comsenmed07-20](https://www.amazon.com/dp/0805098690?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0807088986](https://www.amazon.com/dp/0807088986)

[Amazon Link: https://www.amazon.com/dp/0822567644?tag=comsenmed07-20](https://www.amazon.com/dp/0822567644?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/0823439607?tag=comsenmed07-20](https://www.amazon.com/dp/0823439607?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1328780961?tag=comsenmed07-20](https://www.amazon.com/dp/1328780961?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1416935401?tag=comsenmed07-20](https://www.amazon.com/dp/1416935401?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1419714651?tag=comsenmed07-20](https://www.amazon.com/dp/1419714651?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1423142578?tag=comsenmed07-20](https://www.amazon.com/dp/1423142578?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1442459506?tag=comsenmed07-20](https://www.amazon.com/dp/1442459506?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1481415905?tag=comsenmed07-20](https://www.amazon.com/dp/1481415905?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1481438255?tag=comsenmed07-20](https://www.amazon.com/dp/1481438255?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/148143828X?tag=comsenmed07-20](https://www.amazon.com/dp/148143828X?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1481456903?tag=comsenmed07-20](https://www.amazon.com/dp/1481456903?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1481463330?tag=comsenmed07-20](https://www.amazon.com/dp/1481463330?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1499801033?tag=comsenmed07-20](https://www.amazon.com/dp/1499801033?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1524715956?tag=comsenmed07-20](https://www.amazon.com/dp/1524715956?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1534425365?tag=comsenmed07-20](https://www.amazon.com/dp/1534425365?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1572842245?tag=comsenmed07-20](https://www.amazon.com/dp/1572842245?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1596435402?tag=comsenmed07-20](https://www.amazon.com/dp/1596435402?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1603093001?tag=comsenmed07-20](https://www.amazon.com/dp/1603093001?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1603094024?tag=comsenmed07-20](https://www.amazon.com/dp/1603094024?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/1681191059?tag=comsenmed07-20](https://www.amazon.com/dp/1681191059?tag=comsenmed07-20)

[Amazon Link: https://www.amazon.com/dp/B003P9XE3I/ref=dp-kindle-redirect?\\_encoding=UTF8&btkr=1](https://www.amazon.com/dp/B003P9XE3I/ref=dp-kindle-redirect?_encoding=UTF8&btkr=1)

[Amazon Link: https://www.amazon.com/dp/B07MDZKB9F/ref=dp-kindle-redirect?\\_encoding=UTF8&btkr=1](https://www.amazon.com/dp/B07MDZKB9F/ref=dp-kindle-redirect?_encoding=UTF8&btkr=1)

Amazon Link:

[https://www.amazon.com/Eloquent-Rage-Feminist-Discovers-Superpower/dp/1250112575/ref=sr\\_1\\_1?s=books&ie=UTF8&qid=1507046877&sr=1-1&keywords=9781250112576](https://www.amazon.com/Eloquent-Rage-Feminist-Discovers-Superpower/dp/1250112575/ref=sr_1_1?s=books&ie=UTF8&qid=1507046877&sr=1-1&keywords=9781250112576)

Amazon Link: <https://www.amazon.com/exec/obidos/ASIN/1476709130?tag=simonsayscom>

Amazon Link:

[https://www.amazon.com/Genesis-Begins-Again-Alicia-Williams/dp/1481465813/ref=tmm\\_pap\\_swatch\\_0?encoding=UTF8&qid=&sr=](https://www.amazon.com/Genesis-Begins-Again-Alicia-Williams/dp/1481465813/ref=tmm_pap_swatch_0?encoding=UTF8&qid=&sr=)

Amazon Link: <https://www.amazon.com/gp/product/0307278441?tag=randohouseinc7986-20>

Amazon Link: <https://www.amazon.com/gp/product/031645432X?tag=hacboogrosit-20>

Amazon Link: <https://www.amazon.com/gp/product/0679763880?tag=randohouseinc7986-20>

Amazon Link: <https://www.amazon.com/gp/product/0812980026?tag=randohouseinc7986-20>

Amazon Link: <https://www.amazon.com/gp/product/1580056776?tag=hacboogrosit-20>

Amazon Link: <https://www.amazon.com/gp/product/1580911862?tag=randohouseinc7986-20>

Amazon Link: <https://www.amazon.com/Just-Mercy-Story-Justice-Redemption/dp/081298496X/>

Amazon Link: <https://www.amazon.com/Lovely-Jess-Hong/dp/1939547377>

Amazon Link: <https://www.amazon.com/Me-White-Supremacy-Challenge-Ancestor/dp/1728209803/>

Amazon Link:

[https://www.amazon.com/New-Jim-Crow-Incarceration-Colorblindness/dp/1620975459/ref=tmm\\_hrd\\_swatch\\_0?encoding=UTF8&qid=&sr=](https://www.amazon.com/New-Jim-Crow-Incarceration-Colorblindness/dp/1620975459/ref=tmm_hrd_swatch_0?encoding=UTF8&qid=&sr=)

Amazon Link:

[https://www.amazon.com/Tristan-Strong-Punches-Hole-Novel/dp/1368042414/ref=tmm\\_pap\\_swatch\\_0?encoding=UTF8&qid=&sr=](https://www.amazon.com/Tristan-Strong-Punches-Hole-Novel/dp/1368042414/ref=tmm_pap_swatch_0?encoding=UTF8&qid=&sr=)

Embrace Race Link:

<https://bookshop.org/books/raising-our-hands-how-white-women-can-stop-avoiding-hard-conversations-start-accepting-responsibility-and-find-our-place-on-the-new-fr-9781713561941/9781950665075>

EmbraceRace Bookshop:

<https://bookshop.org/books/a-big-bed-for-little-snow/9780316478366?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/a-girl-like-me-9781541557772/9781541557772?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/a-map-into-the-world/9781541538368?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/black-is-a-rainbow-color/9781626726314?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/coming-on-home-soon/9780399237485?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/going-down-home-with-daddy/9781561459384?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/hammering-for-freedom-the-william-lewis-story/9781600609695?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/hands-up-9780525552314/9780525552314?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/my-papi-has-a-motorcycle/9780525553410?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/saturday/9780316431279?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/seeing-into-tomorrow/9781512418651?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/side-by-side-lado-a-lado-the-story-of-dolores-huerta-and-cesar-chavez-la-historia-de-dolores-huerta-y-cesar-chavez-bilingual-spanish-english-c/9780061227813?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/sometimes-people-march/9780062991188?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/the-rabbit-listened/9780735229358?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/we-are-grateful-otsaliheliga/9781580897723?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/we-are-water-protectors/9781250203557?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/we-ve-got-the-whole-world-in-our-hands/9781338299502?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/when-aidan-became-a-brother/9781620148372?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/you-hold-me-up/9781459814479?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

EmbraceRace Bookshop:

<https://bookshop.org/books/your-name-is-a-song/9781943147724?aid=12256&listref=20-picture-books-for-2020-readings-to-embrace-race-provide-solace-do-good>

Google Book Link:

<https://books.google.com/books?dq=hirschfeld%202008&fbclid=IwAR2B2sLEEdvFh9OEJBFfKPP6nutK4Qtymd4XbYhqvHj7lFTUCsuVvK8Zjw6Y&id=d34N68eY-3QC&lpg=PP1&pg=PP1#v=onepage&q=hirschfeld%202008&f=false>

Google Book Link: [https://books.google.com/books/about/Black\\_Feminist\\_Thought.html?id=cdtYsU3zR14C](https://books.google.com/books/about/Black_Feminist_Thought.html?id=cdtYsU3zR14C)



Google Book Link: [https://books.google.com/books/about/When\\_Affirmative\\_Action\\_was\\_White.html?id=cfhneJPcD38C](https://books.google.com/books/about/When_Affirmative_Action_was_White.html?id=cfhneJPcD38C)

<http://circuitous.org/scraps/combahee.html>

<http://convention.myacpa.org/houston2018/wp-content/uploads/2017/11/Guidelines-for-Effective-White-Caucuses.pdf>

<http://convention.myacpa.org/houston2018/wp-content/uploads/2017/11/UnpackingTheKnapsack.pdf>

<http://hereweeread.com/2017/11/2018-ultimate-list-diverse-childrens-books.html>

<http://www.blackgirldangerous.com/2015/07/teach-kids-about-racism/>

<http://www.childrenscommunityschool.org/social-justice-resources/?fbclid=IwAR37PWDJSNV3HiG5Rp9sgezRAW80UtgMrCftubK6euibscUgsw4607fAQ>

<http://www.raceconscious.org/2016/06/100-race-conscious-things-to-say-to-your-child-to-advance-racial-justice/>

<https://ashaybythebay.com/products/the-proudest-blue-a-story-of-hijab-and-family>

<https://booksforlittles.com/black-women-makers/>

<https://booksforlittles.com/black-womens-history/>

[https://booksforlittles.com/racial-diversity/?fbclid=IwAR39vJOOvCnHfHf0m66o67GnGgR9BuWclmDOJXBOuUwzmf1-YxaZxSzM\\_14](https://booksforlittles.com/racial-diversity/?fbclid=IwAR39vJOOvCnHfHf0m66o67GnGgR9BuWclmDOJXBOuUwzmf1-YxaZxSzM_14)

[https://bookshop.org/books/born-a-crime-stories-from-a-south-african-childhood/9780399588198?sscid=c1k4\\_xq4sp&utm\\_source=ShareASale&utm\\_medium=Affiliate&utm\\_campaign=314743&utm\\_term=1535322](https://bookshop.org/books/born-a-crime-stories-from-a-south-african-childhood/9780399588198?sscid=c1k4_xq4sp&utm_source=ShareASale&utm_medium=Affiliate&utm_campaign=314743&utm_term=1535322)

[https://bookshop.org/books/harbor-me/9780525515142?aid=38&sscid=c1k4\\_xq0qj&utm\\_source=ShareASale&utm\\_medium=Affiliate&utm\\_campaign=314743&utm\\_term=1535322](https://bookshop.org/books/harbor-me/9780525515142?aid=38&sscid=c1k4_xq0qj&utm_source=ShareASale&utm_medium=Affiliate&utm_campaign=314743&utm_term=1535322)

[https://bookshop.org/books/stamped-racism-antiracism-and-you-a-remix-of-the-national-book-award-winning-stamped-from-the-beginning/9780316453691?sscid=c1k4\\_xq311&utm\\_source=ShareASale&utm\\_medium=Affiliate&utm\\_campaign=314743&utm\\_term=1535322](https://bookshop.org/books/stamped-racism-antiracism-and-you-a-remix-of-the-national-book-award-winning-stamped-from-the-beginning/9780316453691?sscid=c1k4_xq311&utm_source=ShareASale&utm_medium=Affiliate&utm_campaign=314743&utm_term=1535322)

[https://bookshop.org/books/when-we-were-alone/9781553796732?sscid=c1k4\\_xpzx4&utm\\_source=ShareASale&utm\\_medium=Affiliate&utm\\_campaign=314743&utm\\_term=1535322](https://bookshop.org/books/when-we-were-alone/9781553796732?sscid=c1k4_xpzx4&utm_source=ShareASale&utm_medium=Affiliate&utm_campaign=314743&utm_term=1535322)

<https://civilrights.org/podforthecause/>

<https://crooked.com/podcast-series/pod-save-the-people/>

<https://cupofjo.com/2020/06/raising-race-conscious-children/>

<https://padlet.com/nicolethelibrarian/nbasekqoazt336co>

<https://play.google.com/store/books/details?id=JTMZBAAAQBAJ>

<https://podcasts.apple.com/us/podcast/intersectionality-matters/id1441348908>

<https://pyramidbooks.indielite.org/book/9780062667120>

<https://thebolditalic.com/where-do-i-donate-why-is-the-uprising-violent-should-i-go-protest-5cefeac37ef9>

<https://underground-books.indiecommerce.com/book/9781596431522>

[https://www.barnesandnoble.com/b/antiracism-books/\\_/N-2urb](https://www.barnesandnoble.com/b/antiracism-books/_/N-2urb)

[https://www.booklistreader.com/2020/06/05/books-and-authors/reading-for-change-booklist-recommended-antiracism-titles-for-all-ages/?gclid=CjwKCAiAwrf-BRA9EiwAUWwKXkvbrOeUXHfbL0FGASCI\\_Vr-Hu0o2jNDcMNCvZqE9Fj6alrge7h5UhoCS\\_kQAvD\\_BwE](https://www.booklistreader.com/2020/06/05/books-and-authors/reading-for-change-booklist-recommended-antiracism-titles-for-all-ages/?gclid=CjwKCAiAwrf-BRA9EiwAUWwKXkvbrOeUXHfbL0FGASCI_Vr-Hu0o2jNDcMNCvZqE9Fj6alrge7h5UhoCS_kQAvD_BwE)

<https://www.booksandcranniesva.com/book/9780525518433>

[https://www.buzzfeednews.com/article/tellshow/how-w-kamau-bell-talks-about-race-with-his-kids?fbclid=IwAR0\\_o1x5AvqeT-017N83dEpKLA1S6n8SimgXS\\_Eq2171Pt-jWfleDLz9pT0#.giXGj9x1G](https://www.buzzfeednews.com/article/tellshow/how-w-kamau-bell-talks-about-race-with-his-kids?fbclid=IwAR0_o1x5AvqeT-017N83dEpKLA1S6n8SimgXS_Eq2171Pt-jWfleDLz9pT0#.giXGj9x1G)

<https://www.commonsemmedia.org/lists/coretta-scott-king-book-award-winners>

<https://www.embracerace.org/resources/20-picture-books-for-2020>

<https://www.eveseeme.com/products/intersectionalies-we-make-room-for-all>

<https://www.fastcompany.com/90512946/these-7-courses-will-teach-you-about-racism-and-privilege-and-how-to-be-antiracist>

<https://www.hks.harvard.edu/faculty-research/library-knowledge-services/collections/diversity-inclusion-belonging/anti-racist>

<https://www.instagram.com/p/CAw65UHtwJ/>

<https://www.kieselaymon.com/heavy>

<https://www.loyaltybookstores.com/book/9781605540795>

<https://www.mahoganybooks.com/9780998799940>

[https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2566511/?fbclid=IwAR0HWKhjP\\_TIDdF2L3KTAM2cm3egIUFNWvkSwLXKxsrka6KcQ2OH7FiLU0](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2566511/?fbclid=IwAR0HWKhjP_TIDdF2L3KTAM2cm3egIUFNWvkSwLXKxsrka6KcQ2OH7FiLU0)

<https://www.npr.org/2020/06/03/869071246/how-white-parents-can-talk-to-their-kids-about-race>

<https://www.npr.org/sections/codeswitch/>

<https://www.nytimes.com/2011/06/26/magazine/my-life-as-an-undocumented-immigrant.html>

<https://www.nytimes.com/2019/05/29/books/review/antiracist-reading-list-ibram-x-kendi.html>

<https://www.nytimes.com/2020/01/23/podcasts/1619-podcast.html>

<https://www.nytimes.com/2020/06/02/parenting/kids-books-racism-protest.html>

<https://www.nytimes.com/2020/07/30/podcasts/nice-white-parents-serial.html>

<https://www.nytimes.com/wirecutter/reviews/antiracist-books-for-kids-and-teens/>

<https://www.pbs.org/parents/thrive/teaching-your-child-about-black-history-month>

<https://www.penguinrandomhouse.com/articles/anti-racist-books-and-resources>

<https://www.prettygooddesign.org/blog/Blog%20Post%20Title%20One-5new4>

<https://www.raceforward.org/media/podcast/momentum-race-forward-podcast>

<https://www.racialequitytools.org/>

<https://www.sceneonradio.org/seeing-white/>

<https://www.showaboutrace.com/>

<https://www.theatlantic.com/ideas/archive/2020/05/ahmaud-arbery/611539/>

<https://www.theatlantic.com/ideas/archive/2020/05/americas-racial-contract-showing/611389/>

<https://www.theguardian.com/books/booksblog/2020/jun/03/do-the-work-an-anti-racist-reading-list-lavla-f-saad>

<https://www.tolerance.org/>

<https://www.usatoday.com/story/entertainment/books/2020/06/02/books-to-learn-more-anti-racism-adults-kids/5306873002/>

<https://www.vox.com/2020/6/3/21278245/antiracist-racism-race-books-resources-antiracism>

<https://www.vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination>

<https://www.youtube.com/watch?v=45ev4jgoxeU&feature=youtu.be>

<https://www.youtube.com/watch?v=e-BY9UEwHw&feature=youtu.be>

<https://www.youtube.com/watch?v=eV3nnFheORo&feature=youtu.be>

**Indie Bound Link:** <https://www.indiebound.org/book/9780593110416>

**Integrated Schools Link:** <https://integratedschools.simplecast.com/episodes/harvey>

**Podcast Link:** <https://podcasts.apple.com/us/podcast/parenting-forward/id1403686245?i=1000474951309>

**Raising Free People Link:** <https://raisingfreepeople.com/podcast/>