

To be read into the public record:

To RTM Moderator Thomas Dembek and the Waterford RTM,

We are confident that the government leaders in Waterford share our concerns about how people of color are included in our community and know that we can do better in providing living, working and learning opportunities for everyone in our town. We are writing this letter to formally request that the RTM establish an ad-hoc Social Justice committee to:

- review hiring and contracting practices in all our town offices,
- review housing and zoning practices in our town,
- review practices followed by our law enforcement officials,
- encourage our Board of Education to review policies in order to eliminate racial inequities, punitive consequences, or exclusionary language that perpetuates racism,
- review symbols of racism that may exist in our town,
- determine how our town web page and other social media might be inviting to people of color,
- based on the reviews to recommend and advocate for appropriate diversity and sensitivity training around racism and implicit bias,
- provide information about findings and progress to our larger community.

There is no question that discussions of justice and inclusivity are often as difficult as they are important. However, we are hopeful that our elected representatives will rise to this challenge and create a space for our community to discuss these vital issues.

Waterford Members of Niantic Community Church,

Mike Guarini

Linda Helvig

Paul Helvig

Jerry Holmberg

Margaret Holmberg

Jane Milardo

Ruth Morgan

Stan Morgan

Ocean Pellett

Sue Smith

2006 OCT -5 PM 9:59