

# REVISED OUTLINE TO IMPLEMENT DRAFT STRATEGIC PLAN

## Plymouth-Canton Citizens for Diversity and Inclusion

January 2010

### VISION

To guide the Plymouth-Canton communities in recognizing the importance of building a culturally inclusive community and the spirit of inclusion that creates a region that is welcoming and beneficial to all.

### GOAL #1. Proposed Champion: [Representation in Public Life Committee](#)

The Plymouth-Canton Community achieves diverse leadership reflects the demographics and wishes of all residents of the area, and ensures that current and future policies and procedures are inclusive.

#### *Proposed Actions:*

- Establish baseline and yearly inclusiveness survey to show Political and Community Leaders reflect community demographics. Was **#4-0** TBD
- Examine and Identify local ordinances and practices that cause cultural conflict or barriers and make modifications as needed. **#1-3 RPL**
- Examine new policies and procedures as they are debated to prevent cultural bias and avoid conflict or barriers in the future. **#1-3 RPL**
- Challenge school, business and community organizations to recruit a more diverse membership base. Active recruitment from ethnic populations and an examination of the departments' employment and evaluation process must occur in every facet to reduce barriers to employment. Was **#2-1 RPL**
- Make elected candidate and politically-appointed board or committee selection process transparent and easy to understand for new community members. Encourage people representing various ethnic populations to serve on city and educational boards and commissions, as well as to run for elected office. Was **#2-4 RPL**
- Townships/Cities/Schools to host public employment job fairs, with special marketing and outreach to diverse constituencies. Was **#3-2 RPL**
- Achieve diverse participation in Leadership programs in Canton and Plymouth by scholarships to encourage people representing various ethnic populations to serve on city and educational boards and commissions, as well as to run for elected office. **#1-1 RPL**
- Create a mentoring program, pairing promising minority citizens with present political leaders to encourage continued development. **#1-4 RPL**

- Achieve diverse participation in Leadership programs in Canton and Plymouth by using under-represented ethnic, cultural, business and religious organizations and alternative media. **#1-2 RPL**

**GOAL #2. Proposed Champions: Community Life & History Committee**

**All Plymouth-Canton residents, elected and appointed School and Government employees, and law enforcement agencies understand our true history and treat all residents and potential new residents who share a commitment to serve and live in the Community with respect and equity.**

***Proposed Actions:***

- Form Community Relations Committees in Canton, Plymouth City/Township and PCCS to talk more openly about issues due to ethnicity, culture, race and all other dimensions of diversity and inclusion. **#2-3 RPL**
- Contribute to developing a truthful and balanced history of the Plymouth/Canton Community through creation of a history research team that will produce a positive progressive history of the area, study the school busing controversy and contribute to preparation of a paper. Was **#1 through #5 HC**
- Create opportunities for community members to get to know each other by implementing initiatives and events along with already existing community programs that foster community by organizing culturally diverse action groups to participate in community events. **#2-1, #2-2A, #2-2B CL**
- Acknowledge, reconcile and celebrate the contributions of ethnicity to the community by holding a public reconciliation ceremony with the ancestors of Chief Tonquish. Was **#1-6 HC**
- Acknowledge, reconcile and celebrate the contributions of ethnicity to the community by holding a “town speak” to discuss why people come here, what they expected, what they actually found. Was **#1-7 HC**
- Create a suitcase display to be displayed at local libraries that acknowledges and celebrates the diversity of ethnicities comprising the communities. Was **#1-8 HC**
- Organize an international film festival that also includes international food and music. **#2-3 CL**
- Implement initiatives and events along with already existing community programs that foster community by planning & enlisting community-wide participation in new or existing events. **#2-2 CL**
- Plan and hold a community volunteer organization “recruiting” fair possibly as a part of established events such as Plymouth Fall Festival and Canton Cultural Events. **#2-2 RPL**

**GOAL #3. Proposed Champion: Law Enforcement & Public Sector Committee**

**The public sector workforce is representative of the entire community in all aspects including race, gender, ethnicity, disability, sexual orientation, faith and cultural beliefs.**

***Proposed Actions:***

- Form a standing committee of citizens representative of the population of Canton and Plymouth that will meet regularly with law enforcement agencies and provide feedback and suggestions regarding the role of law enforcement in the communities. Was **#2-3 LE**
- Achieve a commitment from law enforcement agencies to recruit and hire a diverse and qualified pool of candidates and set a timetable to achieve the objective. **#3-1 LE**
- Review law enforcement policies and procedures that are currently in place to address racial/ethnic profiling. Examine officer evaluation processes to determine the existence of a relationship to racial profiling. Was **#2-2 LE**
- Townships / Cities / Schools to utilize executive recruiters to attract qualified individuals from diverse backgrounds. **#3-1 RPL**
- Examine current recruitment, interview, hiring and advancement practices to determine if existing employment processes may be hindering the attraction and retention of diverse employees. **#3-2 LE**
- Obtain local law enforcement statistics pertinent to determining whether racial/ethnic profiling is occurring. Was **#2-1 LE**
- Engage law enforcement agencies to participate in community events in a neutral fashion. Was **#2-4 LE**
- Review current law enforcement training to ensure that cultural competency training actually addresses issues leading to profiling or perception of profiling. Was **#2-5 LE**
- Ensure that the law enforcement agencies communicate their efforts to recruit diverse candidates through use of community resources such as local cable channel, newsletter and community website to discuss the agencies' commitment to diversity. **#3-9 LE**
- Establish recruitment practices in which law enforcement agencies actively seek out opportunities to recruit diverse and qualified candidates. **#3-3 LE**
- Connecting law enforcement agencies with local and national organizations that have access to diverse constituencies to assist in recruiting candidates. **#3-4 LE**
- Appointment of a person to coordinate law enforcement recruitment efforts to ensure that the law enforcement agencies are representative of the communities' population in terms of diversity of race, ethnicity, gender, disability and sexual orientation. **#3-5 LE**

- Ensure that the law enforcement agencies plainly state their commitment to diversity in recruitment literature. **#3-6 LE**
- Broadening of recruitment efforts by law enforcement agencies to include online career tools and social networking websites. **#3-7 LE**
- Ensure that law enforcement agencies abandon idea that they should only hire from within the community and recognize the importance of hiring a diverse police force. **#3-8 LE**

#### **GOAL #4. Proposed Champion: Education Committee**

### **Community-wide diversity and inclusiveness education is successful to improve all aspects of Public Life. (pre-October 29 goal)**

~~The Plymouth-Canton Community successfully promotes the benefits of community-wide diversity and inclusiveness through education and training among citizens, leadership and institutions.~~

#### ***Proposed Actions:***

- Make diversity at PCCS a systemic Priority—top down, bottom up! **#4-1 EC**
- Institute school-wide diversity training for students, administration, and staff. **#4-1 RPL**
- Raise the profile, increase the resources, and promote the value of Student Diversity Boards, linking them into community Ombudsman, Multi-Cultural Committee, Diversity Board or other Township/City-level organizations established or to be established. **#4-2 RPL**
- Improve ethnic/cultural diversity in PCCS administrative, teaching and support staff (office staff, bus, drivers, cafeteria staff, security staff, parent volunteers, and janitorial staff) by hiring staff to reflect demographics of the student body. Was **#3-1, #3-2, #3-3 EC**
- Eliminate disparities in academic achievement, expulsions, and suspension rates by semester review of all disciplinary cases involving expulsion/suspension cases. Was **#2-1 EC**.
- Make diversity at PCCS a systemic priority by locating resources that can promote diversity within the PCCS system and maintaining and continuing to implement the PCCS Diversity Plan. **#4-2A EC**
- Establish an Ombudsman to review and address community complaints or concerns of unfair treatment, biases in disciplinary actions related to disparate academic achievement, expulsions, and suspension rates. Was **#2-2 EC**
- Eliminate disparities in academic achievement, expulsions, and suspension rates by tracking suspensions/expulsions and developing a plan to address academic concerns of subgroups. **#2-3 EC**
- Engage our diverse community in school volunteer groups by attendance at cultural social events and by organizing groups to visit local places of worship in order to establish open lines of communication and inclusiveness. **#4-2B EC**
- Improve our diverse community in school volunteer groups by engaging the community and listening and sharing information pertaining to the schools and its students. **#4-1 EC**

