



**TOWN OF GREENWICH
AFFIRMATIVE ACTION ADVISORY COMMITTEE
GOALS & ACTION PLAN 2014**

GOAL #1: Support the goals of the Town and GPS Human Resources Departments as Affirmative Action/ Equal Employment Opportunity Employers.

GOAL #2: Encourage all hiring authorities to be full, effective and responsible participants in all aspects of affirmative action and equal employment opportunity.

- A. Promote the implementation and dissemination of training and written materials pertaining to any of the protected classes;
- B. Continue to promote and enhance better relations among Town employees to the extent that this involves any of the protected classes under Title VII ;
- C. Invite the Superintendent of Schools, Dr. William McKersie, to meet with the AAAC to discuss his vision for Greenwich Public Schools;
- D. Invite the First Selectman, Peter Tesei, to meet with the AAAC to discuss his vision for the Town of Greenwich.

GOAL #3: Promote cultural awareness programs.

- A. Continue to enhance and encourage staff development in areas of cultural diversity education and civil rights/affirmative action laws;
- B. Increase efforts to expand community sensitivity to diversity through public speaking engagements, annual meeting and other initiatives including informative programs;
- C. Update website with relevant information;
- D. Continue AAAC annual award to students in Greenwich public and private schools for a diversity project;

GOAL #4: Continue to broaden the pool of candidates from protected classes for appointments to town boards and commissions.

- A. Reach out to Greenwich houses of worship, the Greenwich Fellowship of Clergy, the Housing Authority of the Town of Greenwich and other community groups to identify candidates who may have an interest in serving on town boards and commissions;
- B. Brainstorm ways to increase minority participation;
- C. Identify existing community groups;
- D. Meet with groups to discuss volunteering for boards.

GOAL #5: Evaluate effectiveness of AAAC annually

- A. Produce an annual report for First Selectman on effectiveness of the AAAC;
- B. Produce an annual affirmative action report card for the town;
- C. Assess whether or not we are doing all we can and should for the Town of Greenwich;
- D. Determine what topics fall under affirmative action.