

## Update on racial justice work in Essex

*August 14, 2020*

We are writing with an update about efforts to address racial inequities in Essex. We have embarked on a process of listening, learning and action planning among community members, police and municipal leaders. Here is where we are right now.

1. **COMMUNITY SURVEY.** We have had over 500 responses so far to a [survey](#) that asks residents to let us know the best way to engage with them around these issues. The survey has been translated into Arabic, Vietnamese, Swahili, Chinese, Somali/mai-Mai, and Nepali. Links to the translated survey are now available when people click on the [survey](#). We are working with community partners to share the survey widely.
2. **POLICE & MUNICIPAL LEARNING SESSIONS.** All members of the Essex Police Department are scheduled to participate in one of three daylong racial equity learning sessions with Tabitha Moore and Susan McCormack in late August and early September. A series of three learning sessions with municipal staff and boards will take place during September. All department heads will participate and the Essex Selectboard, Essex Trustees, and Essex Westford School District Board will also be invited to participate.
3. **COMMUNITY LISTENING SESSIONS.** These will take place after the police and municipal learning sessions. The design of these sessions will be informed by the community's responses to the survey. More details coming soon.

If you want to receive occasional updates about this work, please email Deputy Manager, Greg Duggan and he will add you to an email distribution list. You can reach Greg at [gduggan@essex.org](mailto:gduggan@essex.org)