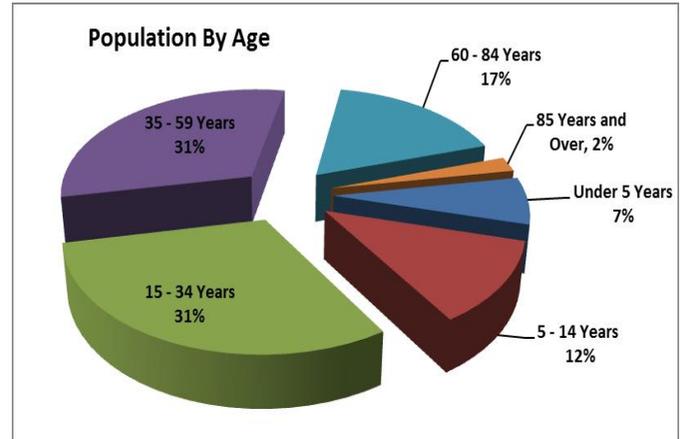
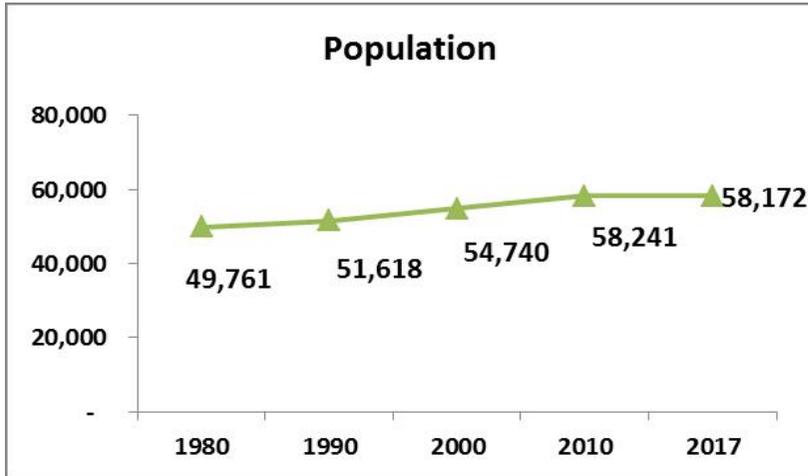




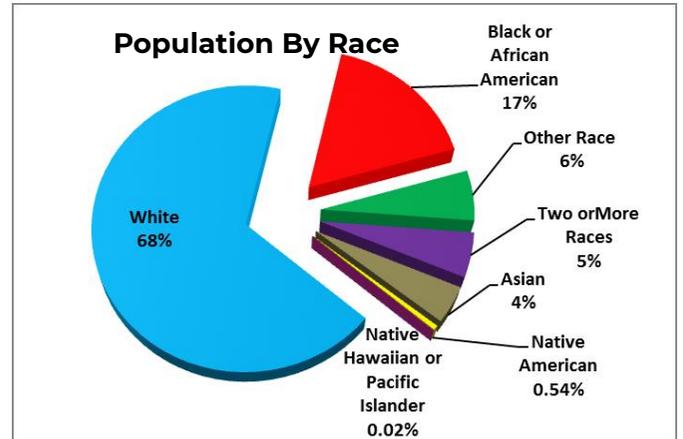
# Diversity, Equity & Inclusion

The Town of Manchester celebrates diversity, equity and inclusion. We embrace these pillars of excellence as core strength and an essential element of our public service mission.

## Economic and Demographic Information



By 2030, Manchester is projected to be the most populous municipality in the Greater Hartford area outside of Hartford.



Per estimates released by the Connecticut State Data Center, the current population of approximately 60,000 is expected to grow to 73,000 by 2040.

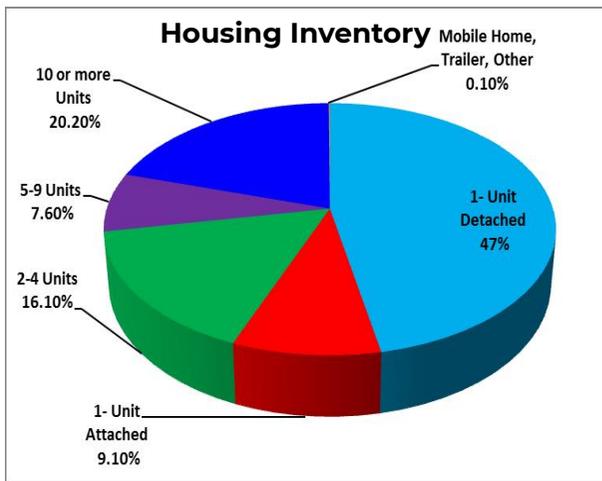
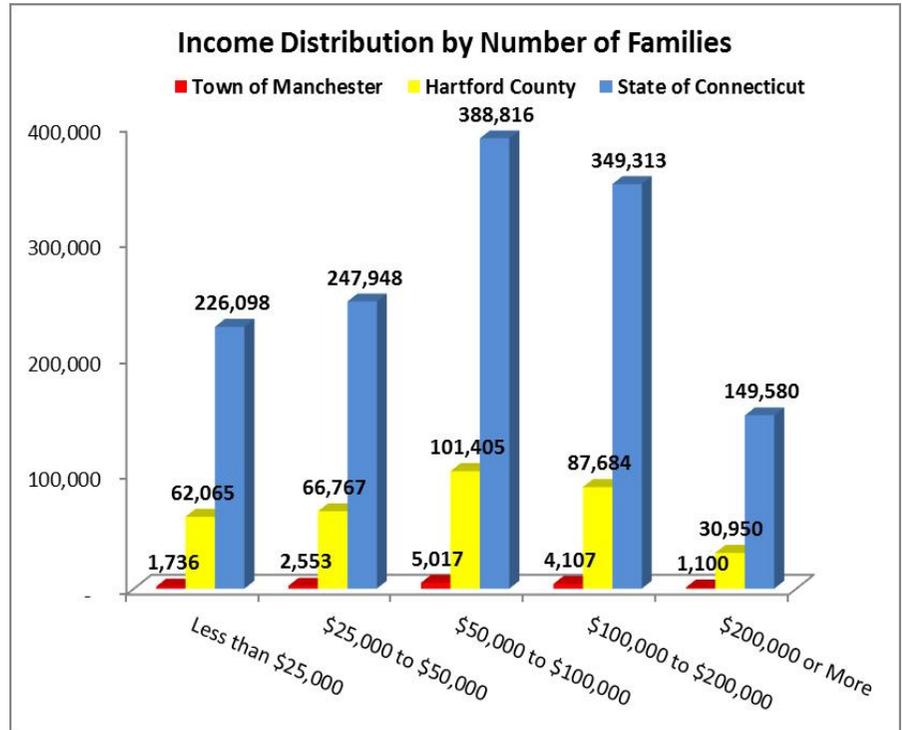
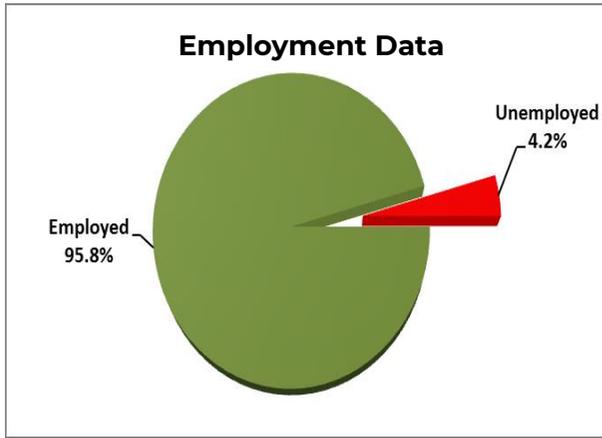
Comparative Measures	Town of Manchester	Hartford County	State of Connecticut
Population	58,172	123,400	3,594,478
Per Capita Income	\$34,244	\$37,817	\$41,365
Median Household Income	\$67,325	\$69,936	\$73,781
Percent of Families Below Poverty Level	7.7%	8.1%	7.0%
Median Age (Years)	35.4	40.4	40.8
Percent Unemployed 2018	4.2%	4.2%	4.2%
Total Housing Units	25,293	377,840	1,507,711
Owner-Occupied Housing Median Value	\$182,100	\$235,300	\$270,100

Source: U.S. Department of Commerce, Bureau of Census, American Community Survey, 2013-2017. <http://worldpopulationreview.com/us-cities/manchester-ct-population/#language>

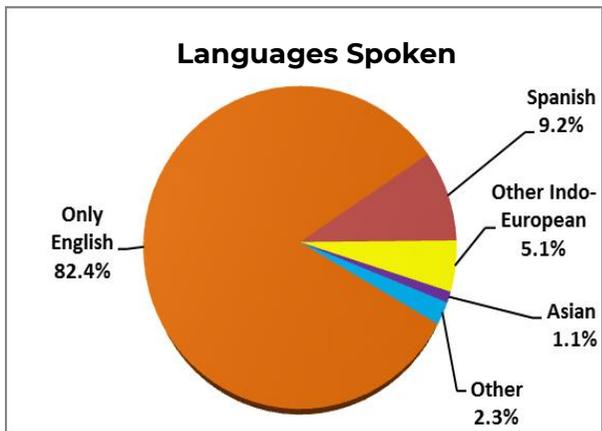
CT State Data Center, Analysis by DataHaven

Note: The abbreviation "FY" is used to denote fiscal year. FY 2019 is the period from July 1, 2018 to June 30, 2019

# Economic and Demographic Information (contd.)



The demographic and socioeconomic characteristics of Manchester residents influence the ability of the Town to raise funds to support infrastructure and provide services, which in turn influences local economic activity and opportunities for town residents.



**A comprehensive analysis of household and/or overall population growth provides the “big picture” of potential retail demand for goods & services in the Town of Manchester.**

Middle- and high-income families are often attracted to municipalities that can offer good educational and recreational services as well, and may be more likely to have the means to relocate to those municipalities. The Town of Manchester is equipped with recreational and natural amenities helpful to attract retirees, homeowners, and visitors for tourist activity.

Source: U.S. Department of Commerce, Bureau of Census, American Community Survey, 2013-2017.  
<http://worldpopulationreview.com/us-cities/manchester-ct-population/#language>

<http://nhfpi.org/research/state-economy/measuring-new-hampshires-municipalities-economic-disparities-and-fiscal-capacities.html>

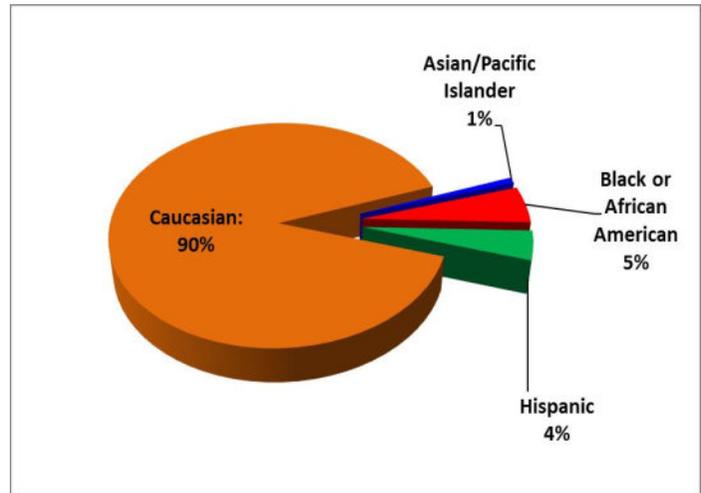
Note: The abbreviation "FY" is used to denote fiscal year. FY 2019 is the period from July 1, 2018 to June 30, 2019

# How are we doing?

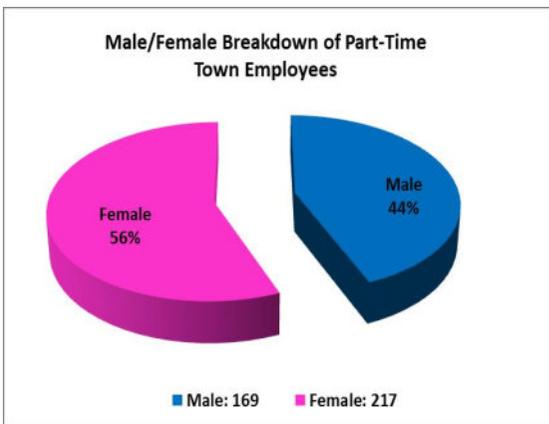
## Ethnicity Diversity of Town Employees

In FY 2019, the Town of Manchester has **479** full-time employees and **385** part-time employees.

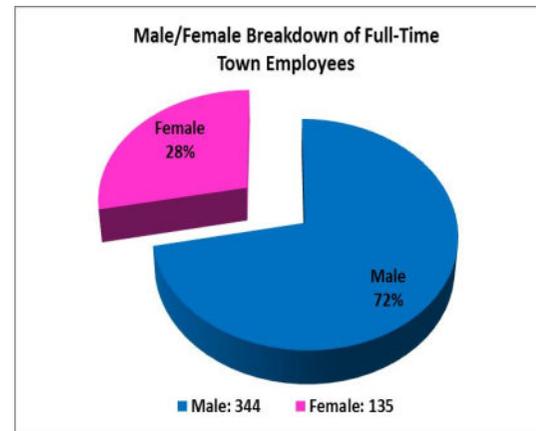
- The majority (90%) of the town workforce comprises White or Caucasian employees.
- 5% of employees are Black or African American.
- 4% of the Town employees are Hispanic.
- Only 1% of the town staff is Asian / Pacific Islander.



## Gender Diversity of Town Employees

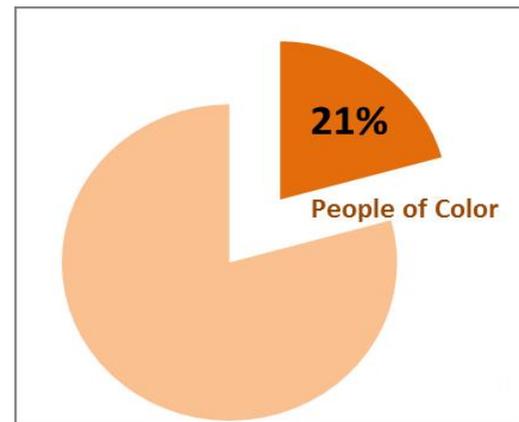
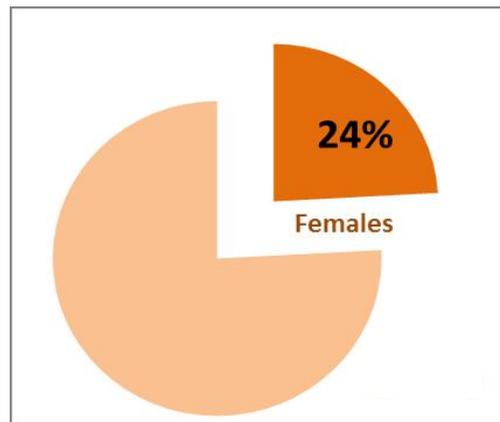


The Town of Manchester provides an equal employment opportunity to all qualified individuals.



## Recruiting and Outreach

### FY 2019 Hires



Town of Manchester supports initiatives for the development and advancement of diverse communities. It attracts and retains qualified & talented individuals from a wide range of backgrounds.

# What are we doing? .....

## Town Initiatives - Promoting Diversity, Equity & Inclusion



The Town of Manchester offered a three-part community workshop series on diversity, equity, and inclusion. The series was designed to build a foundation for ongoing learning related to diversity, race, bias, equity, and social justice. Workshops occurred from March through June 2019, with four opportunities to attend each topic. Weekday and weekend sessions were offered in the morning, afternoon, and evening to accommodate a growing number of participants.



### PRIORITY 1

To Cultivate Inclusive & Culturally Competent Attitude and Behaviors in Manchester



### PRIORITY 2

To Promote Inclusive Public Engagement

Over the course of the "Manchester Means" campaign, **12** educational Diversity, Equity and Inclusion Workshops were held, serving **125** town employees and community members.

Over the course of FY 2019, the Office of Neighborhoods and Families worked with KJR Consulting and the Equity and Inclusion Collaborative to develop a strategy for inclusive community engagement in Manchester. Through the "Manchester Means" campaign, individuals and community focus groups were invited to share their current perceptions of the Town related to diversity, equity and inclusion. All those participants were then invited to join the Equity and Inclusion Collaborative to develop the community input into an actionable strategic plan. The plan was finalized in June of 2019 and adopted by the Board of Directors the following month.

Note: The abbreviation "FY" is used to denote fiscal year. FY 2019 is the period from July 1, 2018 to June 30, 2019