1.2 Participate in Equity Training – REQUIRED for Gold Certification

5 Points | 10 Points | 15 Points

Action Updates

This action was last updated in 2024. The previous version of this action is available for comparison. Edits are highlighted in yellow.

This action is required for Gold level certification.

Objective

Promote community cohesion and representation by attending equity trainings.

Resources and assistance are available for this action. Visit our "Equity Resources" page for more information.

Complementary Actions:

- Optimize for Equity
- Develop and Adopt a Statement on Equity

What to Do

1. Have a cohort from your town of at least three people, including one elected official (from Board of Selectmen, Board of Aldermen, Common Council, Town Council, or other governing body that represents the municipal executive branch; the Board of Education and the Board of Finance are not included), one higher level municipal staff member (management and/or director-level), and one resident serving on your sustainability team or on a relevant municipal committee/commission attend a series of Sustainable CT-provided trainings on equity. Your municipal cohort must have completed this training within the last three years. **(10 points)**

   Submit: The name and title of each person who attended the trainings and the dates the trainings were held.

2. Host equity training for municipal staff (municipal staff and/or Board of Education employees) and/or elected municipal officials. The training must be "live" (whether in person or virtual). Your municipal staff must have completed this training within the last three years. **(5 points)**

   Submit: The name and date of the training, the training entity, and a description of what was covered (for example, submit a few sentences or a copy of the agenda). Please also submit number of attendees and the municipal departments represented.

Engaging Partners

Sustainable CT encourages regional collaboration and other forms of partnership. For every action, please complete the “Partners” box in your submission, indicating the name(s) of any municipalities and/or organizations you partnered with (if any) and a brief description of your municipality’s role. If you collaborate with other municipalities, each community will receive points. For additional information, please see the "Partners Guidance Document".

Potential Municipal and Community Collaborators

Municipal staff from all departments as well as representatives from existing local commissions, committees, or community organizations; civic leaders, representatives from neighborhood organizations, seniors and youth; and community members who rely on or are impacted by public services and amenities, including transportation, built infrastructure, local municipal operations, planning, natural resources, land conservation, economic development and retention, housing, arts and culture, food systems, public health, community engagement, equity, etc. may be helpful in implementing this action.

Funding

If available, below are potential funding sources specific to this Action. For a complete listing of potential funding opportunities to assist with implementing Sustainable CT Actions, please visit the Sustainable CT Grants Portal, which is searchable by Action. Please also visit the Support for Your Town page for opportunities for technical assistance and other supports.

- Urban Act Grant Program
- State Funding Readiness Project

- If applied to Sustainable CT Action Conduct Health Impact Assessments: Connecticut Health Foundation

Resources

- Sustainable CT Equity Support

Why This Matters

Building inclusive and equitable communities is a process that recognizes the intrinsic value of each member of a community and the need to connect; and is achieved when social, economic, and political opportunities are not predicted based upon a person's race, gender, age, or sexual identity. To build communities that embrace equity, Sustainable CT cities and towns will create a table where diverse relationships are welcomed and valued, where decisions are made collectively, and where success will be measured by having a variety of perspectives and experiences represented. Sustainable CT encourages cities and towns to include marginalized voices in their decision-making processes, and to specifically identify barriers to access for marginalized residents in order to identify and respond to community priorities.

CT Success Stories

- Mansfield - Oct 2022 Certification
- Windsor - Oct 2022 Certification
- Haddam - May 2024 Certification
- West Hartford - Oct 2024 Certification
- Marlborough - May 2025 Certification
- East Haddam - Oct 2025 Certification
- Haddam - Oct 2025 Certification