**Stoughton Diversity, Equity and Inclusion (DEI) Task Force**
**ARPA Request**

The following initiatives are in alignment with our Taskforce charge and reflect DEI values :

**$200,000** Pathways for All Endowment Fund

In collaboration with existing Stoughton non-profits, establish endowment as a means to have stable, agile access available to support opportunities for neighbors who have historically been excluded from or underrepresented in Stoughton's civic activities and therefore at risk for experiencing preventable poor outcomes in health, employment and/or academic achievement. Example Pathways for All initiatives could include:

- scholarships for youth or adults pursuing vocational, technical or higher education pathways
- free interview/business wear for individuals unable to access necessary wardrobe
- grants for individuals seeking to create a business but who may lack access to loans or other funding including start-up sources, due to inequitable banking practices and existing wealth/income disparities, especially for members of groups who have been traditionally unrepresented in Stoughton business community. Offering business grants to these individuals would raise visibility about them and their aspirations, facilitating networking connections and potentially introducing openings for their participation in city programs including leadership opportunities, while also reducing poverty rates among underrepresented populations in our city, and revitalize our business districts post COVID-19.

**$30,000** Education/Event support for enhanced marketing/branding Stoughton campaign, as well as speaker honoraria/travel, registration fees, event materials/supplies, storytelling outreach, et al.

$6,000 **for '22** $12,000 **for '23** $12,000 **for '24**

**$1000** Task Force Operating Costs

$500 Survey Monkey annual license (for online surveying)
$500 ArcGIS Creator (for online story/visualization of DEI history/work)

**$231,000** **Total Request**