



1st February, 2023

Dear friend,

Thank you for your support for and participation at the first town-wide One Hillsborough conversation, held on 20th of January 2023. It was heartwarming to see Hillsborough residents, students, community leaders, police and other stakeholders come together to listen, share experiences and exchange ideas on what works well for our community.

About 70 people participated in the conversations about government, public safety, education and community involvement. Some more notable characteristics of the night included the participation by Township Committee Members, Hillsborough Police Officers, the Assistant Superintendent, the Middle School principal, multiple teachers and community organizations like the YMCA, co-facilitators from Hillsborough High School's own Student Diversity Initiative, the Stoutsburg Sourland African American Museum, BoroSAFE, the Hillsborough-Millstone Municipal Alliance, the NJ Division on Civil Rights. We are gratified and encouraged by those who engaged in three hours of earnest conversations and reflections. It appears from most accounts to have accomplished the dual goal of fostering dialogue among and between community and leadership, and growing recognition of One Hillsborough as a group platform for advocacy and activism, particularly on behalf of the underrepresented and unheard residents.

As we intend to continue an ongoing conversation about these and other topics of collective importance, we are enclosing the attached summaries and images of the night's actual discussion boards "What is going well" and "Where is there room for improvement?" The written Post-it suggestions were combined with the group discussion notes and summarized in the attached summaries for your reflection.

We look forward to many more conversations at all levels of our community, and are planning our second town-wide conversation tentatively in late April 2023.

With kind regards,

One Hillsborough Task Force
Rod, Anna, Shawn, Pieter & Nishat

Enclosed:
(4) breakout session summaries
(4) images of discussion boards



Government 1/20/2023
Breakout Session Summary

Going well

Leadership and Township Administration

Leadership is showing up seems open to cooperation and suggestions
Responsiveness and approachability of leadership
Township's appreciation of community through recognition
Township Administration exploring youth involvement in government

Communication

Township's communication with the public
Appreciation for the Township calendar

Services

Public library with relevant information for the community and the Somerset literacy group

Needs improvement

Leadership

Lack of transparency in how decisions benefit Hillsborough and/or the public
Lack of support for LGBT+ community

Diversity

Lack of diversity in leadership and boards/commissions
Lack of diversity in reaching out to various cultural groups
Lack of diversity in employees, noting that it may be difficult to find diversity for certain vacancies

Communication

Lack of awareness **by public** of civic processes, leading to lack of more public engagement
Lack of communication from township about more difficult subjects
Unclear to people where township videos are posted
Township calendar not visible enough

Partisanship

Blatant partisanship where this is NOT needed
Growing partisanship in BOE
Appointment of commission members who did not even seek appointment

Transportation

Public transportation, especially as the 206 corridor is growing
The population has changed and township is not adjusting to the change (observation from Community Involvement)



Public Safety 1/20/2023
Breakout Session Summary

Going well

Service and Community

Involvement in schools and community / feeling safe and secure
Police officers generally amazing/friendly/willing to help
Willing to engage (presence at One Hillsborough event)
Richard Tichenor (Medal of Merit and Proclamation recipient)

Performance

Training and performance keep improving
Department is well led
Support for special needs citizens
Autism initiative

Diversity

Some more diversity visible in police force
Bias and mental health training

Needs improvement

Skills

Bias and mental health training: "Suicide-by-cop" should not be so easy
De-escalation skills are not great, especially for people with color.
Unclear whether PD training sessions are effective; no visible feedback to community
Lack of support and understanding for LGBTQ+
More focus on youth engagement/how to more actively deal with poor kids behavior

Communication

Police reporting incomplete, biased and flagrantly inaccurate
AG's gag-order should not mean "no follow up ever" (shootings Chin/Sep'21 and Mathis/Jan'22)

Public Safety

Crosswalk pedestrian safety
Enforcement of stop sign and tailgating laws
Speed limit enforcement in developments

Questions

1. Do we have a civilian oversight board? Do we need one?



Education 1/20/2023
Breakout Session Summary

Going well

Teachers

Support by teachers, not limited to the classroom
Creative, involved teachers

Students

Student activism
More interest in diversity overall

Diversity

Some more diverse teachers
Lots of new books and stories reflecting diversity

Schools and Administration

Excellent administration and faculty
Food good in elementary school
More recognition and response to diversity

Needs improvement

Administration

Lack of diversity at all levels of hiring: “not able to attract” diverse candidates
Partisanship and political agendas undesirable in decision making process
Lack of transparency and openness to ideas
Lack of communication to families about curriculum and diversity

Curriculum

Teaching cultural topics from a more diverse perspective (e.g. US History)
Consider a more independent curriculum committee to approve curricula more reflective of diversity

Social environment

Not enough attention to mental health
Lack of students input on racism problem in schools
Student behavior in hallways and teasing/harassment toward other students
Support for “conservative” students

Questions

1. Have any books been banned in our district?
2. Has “CRT” been a contentious issue in our district?
3. Do special needs students have enough resources at the High School?



Community Involvement 1/20/2023 Breakout Session Summary

Going well

Community

Good kids

People care for one another and willing to make things better

Residents support each other in crisis

Community has become extremely diverse

DEI initiatives; the HHS Student Diversity Initiative

YMCA - more cool things than I realized

Communication

Appreciation for Community Calendar and Mayor's Newsletter

Public involvement

Events like this One Hillsborough event

Roads and Transportation

Route 206 bypass

Needs improvement

Communication

Not enough public involvement/engagement with:

- Mayor's newsletter
- Community calendar
- Hillsborough Happenings
- Faith based organizations' events and calendars

Youth voice

Facebook community forum drives severe mis-perception

No real local newspaper (Beacon or online news very spotty) like Montgomery

Neutral central online forum/bulletin-board for upcoming events and news. Maybe One Hillsborough?

Diversity

People with color and other backgrounds in events and representation in committees etc.

Community event to celebrate Diwali

Less bias -- more acceptance

Social / mental health

Loneliness and *lack of a third place* to socialize (not work or home)

Attention / awareness of our spiritual nature

People might lack the language to talk about their struggle

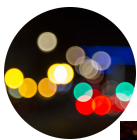
Online forums too divisive



Support for domestic violence victims? Safe and Sound Rep: “the more we can get the community together, the more we can do and build trust”

Questions

1. People are missing community, esp. the marginalized and under-represented. Who can improve this aside from individuals?
2. Could there be a real community center? Is the Y in this role?
3. Do we need more services as the community is growing? Soup kitchen? Meals-on-wheels? Township has some of this.
4. How do we get to our younger population?





Government



30 25 IN/PO x 30 IN/PO
63,5 cm x 76,2 cm
5,2 SQ FT/PPF (0,48 m²) 3M

What's going well?

- Communication w/ public
- Harvard Way rejection
- Leadership showed up + seem to be open. Hope it is not lip service
- Open to ideas
- recognition & community
- public library! tables/information to community groups
- Communication
- Somerset Literacy group

Where is there room for improvement?

- Diversity in Allie is improving. Need Diversity in Township Administration. zero diversity
- Blatant participation
- Public lack of awareness of the process to participate town
- The Township Committee has appointed residents to attend and commission who did not have apps. To attend the town is a waste. This committee is struggling to appoint the district and represent the township's diversity and interests.
- Diversity of leadership
- Exclusion on appointed/elected boards & committees throughout the governing body
- Diversity
- lack of diversity on boards; committees throughout the governing body
- Diversity Committee as part of township
- more, accessible public transportation, esp as Rt 206 grows
- Need Political Balance in Township
- Unwanted warehouses



Public Safety

What's going well?

Community Policing

Expertly trained and well led.

Safe + Secure

Support for special needs citizens

visibility in community

Autism Initiative

More Diverse Police force

Risk Ticker

Bias Training Great Step

Community Involvement

Our Police Officers are amazing

Visibility in Schools + Community

OFFICERS ARE Friendly And willing To help

Where is there room for improvement?

Suicide by cop

Improve pedestrian safety in crosswalks. !!

Mental Health Training

NEED TO ENFORCE STOP SIGN + TAILGATING LAWS

Bias training

NEED MORE Speed Enforcement IN DEVELOPMENTS IN TOWN

Do we have a Citizen Oversight Board? Do We Need?

More focus on youth engagement



Education

What's going well?

Great teachers

Support from teachers

New Structure
Very talented staff

We have many diverse community

Student Activism

Lots of new books novels by diverse authors & stories for adolescents part of curriculum

The Food in elementary school is good.

Excellent admin + faculty

Teacher involvement in student lives

Dedicated & creative teachers

Teachers and diversity

Kim Feltre

Great teachers

Where is there room for improvement?

Diversity in hiring staff at all levels teachers, supervisors, counselors, administrators

Politics over education

more diverse teaching resources

Mental Health

Student behavior in the halls and toward other students

Diverse Curriculum

More openness to all ideas

Diversity of staff

teacher support

More diversity of staff so all students see themselves represented!

Children w/ conservative Pol feel marginalized in school

Recycled Superintendent + Business Admin

more authentic & diverse curriculum

Greater transparency

More student participation in decision making school

focus on mental health

Teach American History from Diversity Perspective

Keep Politics OUT OF "Educational" DECISIONS & Policy Decisions

