

## **Race and Equity Pocket Questions**

**Title and purpose of this initiative:** Facility Security Policy

**Department:** HR, Finance, and IT

### **What are the racial and equity impacts?**

Privacy versus security is a balancing act. This security policy proposes to strike a balance between the two that both supports community involvement in local government and protects the security and safety of people in Town-owned buildings. Certain community sub-groups may be sensitive to limiting public access to certain areas of some Town-owned buildings and having security cameras present in some public areas.

### **Who is or will experience community burden?**

Government surveillance is an issue that remains at the forefront of civil liberties discussions. Historically, different groups have been subject to differing levels of surveillance as a result of political affiliation, religion, race, sex, etc. This concern has intensified with the increase in security cameras and applications available to the government and private individuals in recent years. It is almost impossible these days to go about daily life without being recorded by a security system. People who are sensitive to the perception of government surveillance may be bothered by the installation of security cameras in Town-owned buildings. The security policy attempts to strike a balance and recognize community concerns along these lines. In addition, people engaged in criminal or suspicious behavior in and around Town-owned buildings may experience burden.

### **Who is or will experience community benefit?**

The community in general, and all people that utilize Town-owned buildings (community members, elected officials, employees, visitors, etc.), will have a more consistent and thorough security policy. Town employees will have both a plan and procedures to maintain their safety in the workplace. People who are victims of crime will potentially have additional evidence to investigate their incidents if the crimes occur on areas covered by security cameras.

### **What are the root causes of inequity?**

As mentioned above, government surveillance is an issue that remains at the forefront of civil liberties discussions. Historically, different groups have been subject to differing levels of surveillance as a result of political affiliation, religion, race, sex, etc. Government overreach in the past can shape current concerns regarding the adoption of this security policy.

### **What might be the unintended consequences of this action or strategy?**

Some people may find the presence of security cameras in public buildings a reason not to visit that building. Security cameras are omnipresent in many aspects of daily life. Awareness of these concerns and the potential impact on community members guided the policy creation.



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FACING RACE, EMBRACING EQUITY

**How is your department planning to mitigate any burdens, inequities, and unintended consequences?**

Aside from concerns about privacy and access to, and retention of, recordings, none are known. This policy will be evaluated routinely as part of the larger Town policy review process and future concerns can be addressed in that process.