

## **Diversity, Equity & Inclusion Committee**

### **COMMITTEE CHARGE**

The Select Board, at its meeting on June 23, 2020, as amended on June 22, 2021, voted to establish the Diversity, Equity & Inclusion Committee to advise the Select Board and other town boards and committees on matters related to inclusion and equity in programs and policies and to be instrumental in achieving both broad and specific goals reflective of a welcoming and inclusive community. The Committee will collaboratively engage and work in partnership with the boards, committees and residents of the Town. In voting to establish this advisory committee, the Select Board condemns racism and discrimination in all its forms and commits to eradicating bias in the administration of policies and programs and in the recruitment and employment of staff.

The charge to and duties of the Sharon Diversity, Equity & Inclusion Committee include, but are not limited to, the following tasks:

- Embrace, support and promote the cultural richness of Sharon's diversity as a critical element that characterizes a healthy and vibrant community.
- Provide a welcoming environment by encouraging cooperation among all residents and groups through community awareness, education, and outreach.
- Promote training for all elected and appointed officials and all Town and School employees that recognizes and works to eliminate unconscious or implicit bias in the implementation of programs and policies and in the actions of officials and employees.
- Promote the implementation of antiracist and antisexist training for all elected and appointed officials and all Town and School employees
- Foster civic engagement of all citizens with the goal of increasing participation of underrepresented groups in the governance of the Town as members of boards and committees and at town meeting.
- Ensure equitable access to resources, programs and opportunities for all residents.
- Initiate or offer programs or activities that will promote a culture of mutual respect and equal treatment for all persons regardless of age, ethnicity, color, race, ancestry national origin, religious beliefs, mental or physical ability, gender, sexual orientation, or gender expression or identity.
- Collaborate with boards, committees, town employees, elected and appointed officials and community organizations to assist with programs that promote equity and inclusion.
- Be instrumental in the elimination of discriminatory barriers to employment, education, housing and other opportunities within the Town of Sharon and to suggest meaningful steps that will increase the diversity of the Town's workforce to better reflect the demographic composition of the residents for whom employees serve.
- Create an action plan to provide space for understanding and communication among residents.

The committee shall make reports to the Select Board of its activities at least three (3) times each fiscal year.

### **COMMITTEE COMPOSITION**

Effective July 1, 2021, the committee shall be comprised of nine (9) voting members appointed by and serving at the pleasure of the Select Board. Committee members should have demonstrated a

record of efforts as individuals or as part of community organizations to advance, promote and advocate for the human and civil rights of all persons through awareness and education. Seven (7) committee members shall be appointed to three (3) year, staggered terms such that the terms of two (2) members expire June 30, 2022 and on June 30, 2023 and the terms of three (3) members expire on June 30, 2024, with future appointments for three (3) year terms. One (1) member of the committee shall be a Sharon High School student serving a one (1) year term expiring on June 30 of each year.

In addition, one (1) member of the Select Board and one (1) member of the School Committee shall serve as liaison members without the right to vote, said members to be designated by the Select Board and the School Committee at the organizational meetings of each body held following the Annual Town Election. One (1) member of the committee shall be a police officer employed by the Sharon Police Department serving a one (1) year term expiring on June 30 of each year also without the right to vote.