



TOWN OF NORTHBOROUGH

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Northborough Committee for Diversity, Equity, Inclusion and Belonging

Committee Charge

The Northborough Board of Selectmen vote to establish an advisory Committee known as the Committee for Diversity, Equity, Inclusion and Belonging. The Committee is hereby charged with the following:

Purpose:

There shall hereby be established an advisory committee to the Board of Selectmen known as the Northborough Committee for Diversity, Equity, Inclusion and Belonging. The purpose of this Committee is to promote, embrace, and support the cultural enrichment of Northborough's diverse population as a core value of the community. The town affirms that all residents, business owners, staff members, and visitors shall enjoy freedom from discrimination, disrespect, bigotry, or other forms of microaggressions, macroaggressions, hatred, and oppression.

To that end, the Committee shall work to provide a welcoming environment by encouraging cooperation and respect among all persons who come in contact with the town, and strive for a community characterized by the values of inclusion and belonging, defined as actively pursuing goals of including, integrating, engaging and welcoming all persons regardless of their race, color, ancestry, national origin, sex, sexual orientation, gender identity, age, religion, disability, health status, marital or familial status, military or veteran status, socioeconomic status, and/or ex- offender status.

Composition:

The Committee shall consist of nine (9) voting members. The voting membership shall include The Town Administrator or his/her designee, a representative from the School Department's Coalition for Equity, a representative from the Council on Aging or their designee, and six (6) at-large members. The Coalition for Equity member must be a Northborough resident.

To the greatest extent possible, the members of the Committee shall be diverse and be drawn from underrepresented groups. To that end, the Board of Selectmen shall strongly endeavor to ensure that its members represent: (1) historically marginalized communities, including but not limited to people of color, women, LGBTQ+ community members, low-income individuals, military combat veterans, people with disabilities, etc., and (2) relevant experience in human rights/equity, community engagement, municipal government, and advocacy for individuals who are targets or mistreatment or discrimination.

Term:

Voting members shall be appointed for terms of three years. The initial terms of the members shall be staggered.

Duties:

The Committee shall serve in an advisory capacity to the Board of Selectmen, and shall have the following charge and responsibilities:

1. Create action plans for advancing the purposes and goals of the Committee. This shall initially include involvement in the Diversity, Equity, Inclusion and Belonging Strategic Planning Process as recommended during the Committee's initial term, and ultimately assist the administration with implementation of the completed strategic plan.
2. Recommend resolutions or policies for adoption.
3. Recommend programs, activities, events, and initiatives to promote diversity, inclusion, awareness, and anti-discrimination in the town.
4. Promote an understanding of the diverse cultures within the Town and surrounding areas by working with governmental and non-governmental organizations through education, organization of community events, conferences, public speaking programs, educational panels, celebrations, and other community actions.

Procedures:

The Committee shall annually select from its members a Chair, Vice Chair, and Clerk. The Clerk shall be responsible for the preparation of meeting minutes, agendas, and other administrative matters for the Committee, all of which shall be posted in accordance with Open Meeting Law. The Committee shall be subject to and governed by the requirements of Open Meeting and Public Records Laws.