

Date: July 1, 2020

To: Natick Select Board

From: Select Board members Karen Adelman-Foster, Vice Chair and Sue Salamoff

Re: Task Force to Create a Diversity, Equity, and Inclusion Committee

In 2016, the Board of Selectmen voted a statement that called for opposing all expressions of discrimination. In the spirit of that statement and in light of rightfully heightened concern about racism in our country and in our own community, we recommend that the Select Board take steps to create a Diversity, Equity and Inclusion Committee in Natick.

We believe that for such a town agency to be effective, its scope, charge, composition and appointing structure must be developed with careful thought and extensive input – including by and from people who may differ from those of us serving on the Select Board today.

Therefore, we recommend that a Task Force be convened, appointed by the Select Board to develop the structure, composition, and mission of a Diversity, Equity, and Inclusion Committee and to report within 120 days of establishment. The Task Force is charged with seeking extensive input from the community and Natick's Town government.

Motion

Move that the Natick Select Board appoint a Task Force composed of nine members for the purpose of recommending to the Select Board the mission, scope, charge, composition, term of service, and authority of a prospective Diversity, Equity, and Inclusion Committee.

The Task Force appointed by the Select Board shall include at least one Select Board member, two designees of the School Committee and six members with any or all the following qualifications:

1. Professional or life experience related to diversity, equity, inclusion, and racial justice.
2. Experience in community engagement.
3. Experience in municipal government.

The Task Force shall vigorously seek input from the Natick community regarding diversity, equity, inclusion, and racial justice.

The Task Force shall research the experience of other municipalities as well as that of Natick's administration and town agencies.

The Task Force shall consider a process to report and to resolve incidents of discrimination.

The Task Force shall identify the nature of staff support for like committees in other municipalities.

The Task Force may consider other related matters as it deems appropriate.

The Task Force shall report back to the Select Board within 120 days of its establishment with recommendations and/or with a request to extend its term.

At the end of 120 days, or after any extension granted by the Select Board, the Task Force shall be disbanded.

The Task Force shall seek the advice of Town Counsel through the Task Force Chair.

The text of this motion shall serve as the charge of the Task Force