

## **Inclusion, Diversity & Equity Advisory (IDEA) Committee**

### **MISSION STATEMENT**

The mission of the Medway Inclusion, Diversity & Equity Advisory (IDEA) Committee is to provide feedback and recommendations to the Select Board geared toward policy development designed to continue and where appropriate enhance the promotion and fostering of Medway as a community that is inclusive and welcoming to all peoples of all backgrounds, beliefs, and cultures. This mission statement shall in no way be construed to suggest that Medway does not excel in these efforts, but rather seeks to fully explore our standards, our practices and our collective efforts today and to build upon them for an even better tomorrow.

### **COMMITTEE CHARGE**

The Select Board hereby establishes an advisory committee the Inclusion, Diversity and Equity Advisory (IDEA) Committee, and further charge the Committee to assist the Select Board with the following periodic tasks which shall result in an annual report to the Select Board identifying accomplishments, progress, and areas of need related to the mission of the Committee. Annually the Committee may:

- Meet with Town and School Administration to discuss current operations, procedures and practices surrounding municipal and school hiring, advancement, and training of staff in the areas of inclusion, diversity and equity, and, to further identify any external barriers & challenges that may exist in this arena.
- Meet with Medway Police Command officers to review law enforcement operations in Medway, including training and officer understanding related to interactions with underrepresented groups.
- Meet with Medway Affordable Housing Committee and Affordable Housing Trust groups to review existing and projected housing development in Medway to identify any areas of need.
- Meet with the Medway Council on Aging and Medway Housing Authority to identify options for greater programming and service delivery for our Senior Citizens, particularly in the areas of public housing and physical accommodation needs.
- Meet with representatives of Medway student groups to discuss their experiences and expectations as Medway Public School Students.
- Extend an invitation to and meet with representatives of the Medway Business Community, particularly the Medway Business Council, to discuss options for service delivery to all peoples, including those in underrepresented populations. This is not to be a review of private business operations in any way, but rather a means to identify areas where a public/private partnership(s) may further enhance the mission of this committee.
- Extend an invitation to and meet with representatives of Medway's Churches and Religious Groups to promote unified messages of inclusion, and condemnation of hate for all residents and visitors of our Community.
- Hold one or more meetings as the Committee may deem necessary to hear from individuals from underrepresented populations (such as Lesbian, Gay, Bisexual, Transsexual, Queer, Intersex, Asexual {LGBTQIA+}, Black, Indigenous, and People of

Color {BIPOC}, Persons with Disabilities, underrepresented religious or non-religious affiliations, etc.) on their experiences as residents of Medway to identify Community strengths and areas for possible improvement.

- Hold not less than one (1) public meeting to hear input from all residents on the topic to gather a true appreciation of all opinions.
- Meet with any additional persons or groups that the Committee feels necessary to complete its tasks.
- Suggest 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.

In addition to generating the above stated report, the Committee shall serve as a resource for guidance and consultation regarding ID&E in the Community.

It is hereby restated and affirmed that in voting to establish this Advisory Committee, the Medway Select Board condemns all forms of hate, racism and discrimination in any part of our Community, and pledges to work at all times to eliminate any such behavior or practices that are so identified.

### **COMMITTEE COMPOSITION**

The committee shall be comprised of seven (7) voting members appointed by and serving at the pleasure of the Select Board who shall represent a cross-section of community groups and individuals to the greatest degree possible. Initially, Committee members will be appointed as follows: three (3) to three-year terms, two (2) to two-year terms, and two (2) to one-year terms. Subsequently to the initial appointments, Committee members will be appointed to serve three-year staggered terms:

- Seven (7) residents of the Town, at least one of whom should represent the underrepresented populations in Medway (ex. Black, Indigenous, and People of Color {BIPOC }, Lesbian, Gay, Bisexual, Transsexual, Queer, Intersex, Asexual {LGBTQIA+}, Persons with Disabilities, underrepresented religious or non-religious affiliations, etc.).

**DATE: MAY 15, 2023**