

Diversity, Equity, & Inclusion Commission

Revised Charge – December 20, 2021

Description

The Diversity, Equity, & Inclusion Commission is charged with making Acton a better place to live by advocating for the rights and interests of underrepresented groups including traditionally underrepresented racial, ethnic, and religious groups and members of immigrant communities. Both within the Town government and in the Town generally, the DEIC will monitor diversity, equity, and inclusion, and suggest ways to improve any problems found.

Duties

- Advise Select Board and Town Manager on DEI issues, including training;
- Build trust with the community;
- Collaborate with the Diversity Officer on initiatives, including outreach to the community;
- Collaborate with other Town departments and external groups to implement systemic change;
- Collaborate with the Acton Boxborough Regional School District to assess incidents;
- Highlight and frame the value of diversity in our community; and
- Listening sessions with the community, being very mindful of the safety of participants.

Membership

The Commission consists of up to 11 members, serving terms of 3 years. A quorum will be satisfied with a majority of the members currently appointed. New members are appointed by the Select Board, after being vetted by the Volunteer Coordinating Committee. Members of the Commission must reside in Acton, support diversity, equity, and inclusion efforts, and be able to lend relevant professional, community, or life experience.

To the extent practicable, the DEIC shall contain members of groups that are traditionally targets of discriminatory behavior.

Other members may include:

- People who have a background working or volunteering in roles promoting diversity, equity, and inclusion;

- Up to 1 member of the Select Board; and
- Up to 2 Acton-Boxborough Regional High School students with parental permission.

Meetings

The Commission will normally meet once a month.