

## Diversity, Equity, & Inclusion Commission

Charge - August 13, 2020

Approved by the Board of Selectmen

The Diversity, Equity, & Inclusion Commission is charged with assessing diversity, equity, and inclusion in Acton, and suggesting ways to improve any problems found. The DEIC shall consist of between nine and eleven members, plus up to two associate members.

- At least 70% of members must be Black or immigrant residents.
- One or more members should be a current student at ABRHS at the time that they become a member.
- The Commission will be chaired by a member of the Board of Selectmen with a vice-chair elected by the Commission.

The Commission's tasks are targeted at increasing communication with under-represented racial, ethnic, and religious groups.

- Facilitate discussion among town residents about issues of diversity and equity.
- Gather first-hand experiences in Acton from under-represented racial, ethnic, and religious groups.
- Hear from groups operating in town that are targeted at related issues.
- Hear from town departments that work directly with the public.
- Brainstorm possible actions that can be taken to address any problems found.
- Produce a report for the Board of Selectmen documenting the state of diversity, equity, and inclusion in town, and make appropriate recommendations to address any problems found.

The Diversity, Equity, & Inclusion Commission shall file its report with the Board of Selectmen within a year of its first meeting. The Diversity, Equity, & Inclusion Commission shall sunset one meeting after the Board of Selectmen accepts the report.