



Town of Bridgewater
Diversity, Equity, Inclusion, and Belonging Committee

November 12, 2025

7:00 PM

<https://us06web.zoom.us/j/84908099875>

MEETING AGENDA

Disclosure: Pursuant to Section 20 of Chapter 20 of the Acts of 2020, An Act Relative to Extending Certain Covid-19 Measures Adopted During the State of Emergency, and the June 30, 2027, extension granted by Chapter 22 of the Acts of 2022, this meeting for the Town of Bridgewater will be fully remote and accessible to the public through remote participation to the greatest extent possible. No in-person attendance is permitted. Citizens who wish to tune in to the meeting may do so via Zoom.

- A. Call to Order**
- B. Approval of Meeting Minutes**
 - a) November 4, 2025
- C. Public Comment**
- D. New Business**
 - a) Review of Diversity, Equity, Inclusion, and Belonging Town Ordinance
 - b) Discussion of Action Items for Future DEIB Agenda Items
- E. Additional Items for Discussion**
- F. Adjournment of Meeting**

DEIB committee meeting 11/4/25

- A. Call to order at 6:46pm.
 - a. Present: Ashley Hansen-Brown, Phil Nichols, Jane Meyrick, Joshua McGraw.
- B. Approval of meeting minutes
- C. Public comment
- D. New business
 - a. Introduction of new member
 - b. Committee reorganization – chair selection
 - i. Motion to approve Ashley Hansen-Brown as new chair passed.
 - ii. Motion to approve Jane Meyrick as secretary passed. Josh explained the role to Jane.
 - iii. Phil proposed that we should discuss in future meetings: renaming the committee from DEIB to Belonging Committee. Josh brought this to the town manager's attention, but this would need to be a charter change submitted to town council so this might be tricky to get done. DEIB committee will come discuss what they're working on in town council meetings in the future; this might be a good alternative.
 - iv. Discussed scheduling future meetings.
- E. Old business
- F. Additional items for discussion
- G. Adjournment of meeting at 7:12pm.



Bridgewater Town Council

Introduced By: Councilors Chase
Rushton and Moore
Date Introduced: 9/27/2022
First Reading: 9/27/2022
Second Reading:
Amendments Adopted:
Third Reading:
Date Adopted:
Date Effective:

Ordinance D-FY23-003: General Ordinance - Amend Administrative Code Article III - Section 11A Diversity, Equity, Inclusion and Belonging (DEI&B) Committee

ORDERED, that the Town Council assembled votes to amend the following:

Section 11A. Diversity, Equity, Inclusion, and Belonging (DEI&B) Committee

A. Establishment and Term of Office. There shall be a Diversity, Equity, Inclusion, and Belonging (DEI&B) Committee consisting of at least five members and no more than nine members. The Town Manager, in appointing members shall consider the following criteria: Traditionally underrepresented residents, including race, religion, sexual orientation and identity; residents with specific training on foundational principles of Diversity, Equity, Inclusion, and Belonging; critical thinking skills; different occupational, educational, business and community experience should also be represented.

B. Authorities and Responsibilities. Such committee may (1) review all town policies and procedures to ensure a demonstrated commitment to the centering principles of diversity, equity, inclusion, and belonging; (2) advise municipal officials and employees in complying with state and federal laws and regulations that involve DEI&B issues; (3) lead community education campaigns to engage the community about local issues related to DEI&B; (4) facilitate collaboration between the residents and town officials to create a culture that welcomes and celebrates all identities. The Diversity, Equity, Inclusion, and Belonging Committee is an advisory committee of the Town.

C. Interrelationships.

(1) Town Council: The Diversity, Equity, Inclusion, and Belonging Committee interacts with the Town Council through the Town Manager in the development of policies and legislation.

(2) Town Manager: The Diversity, Equity, Inclusion, and Belonging Committee interacts with the Town Manager to communicate recommendations on Town procedures and policies. The Committee interacts with the Human Resources Department, for the purpose of providing professional assistance to the Committee.

(3) Other Bodies: As occasioned, the Diversity, Equity, Inclusion, and Belonging Committee interacts with a broad spectrum of multi-member appointed and elected bodies including the Elder Affairs Committee, Citizen Advisory Committee, Disabilities Commission, Library Trustees, Housing Authority, and Planning Board to carry out the Commission's responsibilities.

NOT FOR ACTION - FIRST READING

Committee Referrals and Dispositions:

Referral(s)	Disposition(s)
•	•

Attachments:

1. Ordinance D-FY23-003 Attachment 2 Bridgewater DEI Committee - Recommendation Report April 2022
2. Ordinance D-FY23-003 Attachment 1TM Mission Statement and Work Plan

RECOMMENDATION REPORT

Town of Bridgewater Permanent DE&I Committee

Ad-hoc Diversity Equity and Inclusion Committee

Date: 2021-2021

Committee Members: Antoinette Riley Purefied

Arti Kohli Del Riego

Cleonie Mainvielle

Joe DiMaria

Rig Noel

Sheila Ralston Bracy

Sherley Phillips

Suzi Robinson

Teresa Cruz Foley



Introduction

This report outlines the Town of Bridgewater Ad Hoc DEI committee's recommendation for creating a permanent DEI committee. The recommendations include recommendations on the recruitment and composition, mission and vision, best practices, authorities and responsibilities as well as the interactions with the Town Manager's office, other boards and committees, and Town Council.

Rationale

The Town of Bridgewater has a new vision which includes community engagement and inclusivity as key priorities.

"By the year 2035, Bridgewater will have established itself as the region's most accessible and desirable hub of culture, commerce, education, and open space recreation with a thriving downtown area, a breadth of housing choices, sustainable infrastructure, green initiatives and a connected network of scenic outdoor recreation options, all of which preserve our quaint small-town aesthetic and highlight our historic heritage and charm.

This will be supported by a best-in-class town government that prioritizes sound fiscal management, fast and reliable municipal services, community engagement and inclusivity, and economic prosperity to create better everyday lives for all generations and cultures."

After four politically charged years of the Trump Administration and the 2020 murder of George Floyd, the global outcry for justice and reckoning heightened awareness of systemic oppression and racial disparities. A politically and socially divided nation was reflected across every local community and Bridgewater was no exception. The Town has a great opportunity to improve community connection and advance in diversity, equity and inclusion.

According to the [2020 U.S. Census Bureau](#), Bridgewater is approximately 82% white and 7% Black, 4% Hispanic or Latino, 1% Asian and the balance report as more than one race. The [2019 census](#) indicated white alone accounted for over 86% of Bridgewater's population. Census data does not account for other self-identification factors including nonbinary genders, religion, sexual preference, etc. Bridgewater is changing and political and social division can easily manifest in discrimination and conflict.

Several citizens have reported receiving unsatisfactory responses after speaking about instances of discrimination in the schools and across the community. In March of 2021, political differences came to a head at an outdoor organized political rally leading to a potentially dangerous scenario and a need for extra police presence.

In response to resident feedback and interest, several studies were conducted in 2021 by local community groups and the Bridgewater-Raynham Regional School District. The purpose and design of the studies were to gather perspectives and data from residents and students about the impacts of discrimination, bias, racial and social injustices on the daily lives of community members.

- “Community Voices” survey conducted and analyzed by Diversity and Inclusion for Community Empowerment (DICE), Bridgewater Communities for Civil Rights (BCCR) and Bridgewater State University [DICE & BCCR Community Forum Presentation_May 5.pptx](#) [DICE_BCCR_BSU Report Final_July 2021.pdf](#)
- Bridgewater-Raynham Regional School District Focus Groups and School Family Survey
 - ☐ May 26th School Committee DEI update

The work helped illustrate through both story and data that for Black, Indigenous, and people of color (BIPOC) members of the community or for those that identify as LGBTQIA+, discrimination, prejudice and racism is very real in their lives. While some Town leaders and decision makers had felt Bridgewater was immune to these systems of oppression, quantifiable data gathered from BIPOC and LGBTQIA+ residents and students illustrated racial and other identity disparities indeed exist in Bridgewater and negatively impact their lives, especially for young people. Subsequently, Bridgewater created this ad hoc committee, the school district hired a DE&I Coordinator, celebrated Pride Month, and made other commitments to DE&I listening, learning and collaboration.

Rationales for diversity initiatives are moving away from the social responsibility case and toward the business case for diversity. Studies show that diverse teams yield better outcomes in creativity, innovation, performance, and competition than homogenous teams.

There are both cultural and economical benefits for towns that fully integrate their diverse members. Heather McGhee, author of *The Sum of Us*, cites

many examples of what she calls the “Solidarity Dividend,” in which American municipalities reach across racial lines for the common good, and end up securing better outcomes for all, from universal healthcare to living wages.

Public acceptance of an issue increases when government initiatives favor the issue.

Studies show that in order for diversity initiatives to lead to equitable outcomes, two factors are necessary: **top management commitment to the initiative**, and the **integration of the initiative into the core of the establishment**.

Mission and Vision

The mission of the DEI Committee is to ensure that all town initiatives, policies, and procedures demonstrate a commitment to centering principles of diversity, equity, and inclusion while serving as a driver of social change in the Town of Bridgewater.

The vision is to foster an environment where all the people who live, work and study in the Town of Bridgewater, experience a strong sense of belonging, feel empowered to enact change, and have equitable opportunities to thrive.

The DEI Committee has four strategic goals:

1. Increase *representation* of historically excluded populations in all areas of town government.
2. Conduct annual equity audits to ensure *accountability* within town government.
3. Lead community education campaigns to *engage the community* about local issues related to diversity, equity, and inclusion.
4. Facilitate *collaboration* between the citizens of Bridgewater and town government to create a culture that welcomes and celebrates all identities.

Committee Composition

Composition should take several important things in mind. Diverse representation is necessary on the DEI committee. Diverse identities, positions, and perspectives will assist in successfully setting comprehensive goals and objectives of the committee. It's

important that committee members have decision making power, should have experience and competency in DE&I or take part in training, a commitment to DEI, should have leadership skills, or have social capital to make change.

- People with Diverse backgrounds: vocational, educational, small business owner, economic, race, sex, religious, LGBTQ Plus, and different ability level. This process is to ensure that underrepresented people are included and represented.
- Members should complete a town approved training on foundational principles of Diversity, Equity, and Inclusion.
- It will be helpful if applicants have some knowledge and skills necessary to critically evaluate policies and culture. The composition should primarily represent Black Indigenous, and People of Color (Latinx, Asian and Pacific Islander) perspectives. Different occupational, educational, business and community experience should also be represented.
- Qualifications may include, but not limited to: Education professionals, Bridgewater Business Association to represent Business owners that do not live in town, Health care professionals, diverse representation of the community, students, people of all genders and ages and lived experience.

Criteria:

- Current Bridgewater resident
- Registered voter

Committee Member Recruiting Process

- Recruitment should include; word of mouth, Council on Aging, BSU Today, social media, BTV Community news, BCCR, Town's website, Facebook, Buzz around Town, NAACP, Urban League, Native Americans in Philanthropy, Southeast Asian, Asian Americans/Pacific Islanders in Philanthropy, National Latin@ Network, the National Association for Latino Community Asset Builders, Caribbean Groups, Social Service agencies, Religious Organizations and other groups that are identified by the census report.

- Recruitment process should follow the Town's recruitment procedure as dictated by the Town charter.
- Town manager shall consult with the Citizens Advisory Committee to assist in evaluating and selecting individuals for appointment per admin code.
- Appointment letters should clearly capture the committee's priorities annually. The priorities should be determined by the committee and endorsed by a representative sample of the community.

Responsibilities

- Term of Office
 - Members will be appointed by the Town Manager according to the town charter section 4-3.
 - Appointed Officers (Chair, Vice Chair and Secretary): Each officer will begin serving an initial appointment of a term of 1 year, with the opportunity to be re-elected annually. Officers may serve for no more than 3 consecutive years in one seat. The remaining committee members will serve terms of 3 staggered years: 1/3 of the members of the first committee be a one year term and 1/3 be two and 1/3 three.
 - Liaisons from other Town departments (e.g. police, fire, school, library, housing, etc.) will serve 1 year term without voting power. They may be appointed by the Town Manager.
- Attaining Strategic Goals
 - The permanent committee will determine how to achieve the Strategic Goals as outlined in the Mission/Vision.
- Annual Report
 - Prepare and submit annual reports of their activities to the Town Clerk for inclusion in the Annual Report of the Town, on or before the fourth Friday in January. The report shall describe calendar-year activities for the year ending June 30.
 - Report out metrics/results, etc. as related to measuring impact (Report are to be made public to Town leaders, Leadership organizations such as BCCR, Bridgewater State College, DICE, etc,

Town leaders, Bridgewater residents at large via the town website and town social platforms)

- Internal Organization
 - Annually elect from its membership, a chair, vice chair and clerk/secretary (Appointed members (how many) would have voting powers. Non-appointed community members (high school students, etc.) may serve voluntarily.
 - Meet at minimum once a month; no maximum. More frequent meetings as needed for programs that are planned and executed.
 - Subcommittees may be determined by the membership - e.g. program planning and budget. It is expected that appointed members serve on at least 1 sub-committee.
 - Meetings may be held in person or virtually with sufficient advance notice to the public according to open meeting law. Meeting minutes will be taken and an agenda posted. Agenda will include public comment at the beginning and end of the meeting. Meetings should be recorded according to open meeting law.
- Reasons for Removal
 - Removal process consistent with town charter section 9-7.
- Authority
 - We recommend that the Town Manager hire a DEI Officer who would work in collaboration w/ the permanent committee.
 - Provide equity lens on activities and decisions that affect members of the town consistent with the charter.
 - Provides direction and recommendations for Town Council to enact legislative motions and orders to support DEI initiatives, programs, and actions, consistent with the charter.
- Eligibility
 - Refer to Recruitment Process
 - Maximum of 9
- Required Training
 - MA Code of Ethics training, Code of Conduct, Conflict of Interest, DE&I, etc.
 - Training is required for appointed and non appointed

Interactions

- Town Council
 - Submit agenda items to Town Council meetings via town council president and secretary.
 - Town Council will discuss and, if successful, the Committee will gain the endorsement of one or more Town Councilors
 - Town Council president should appoint a liaison to serve on the committee
 - Work to influence and support diverse candidates for Town manager, assistant manager and other leadership positions
- Town Manager's Office
 - Work cooperatively with HR in reviewing their policies and training through an equity lense and inform changes.
- Other Boards, Committees, & Municipal Departments
 - Encourage and welcome other boards, committees & municipal departments to attend DEI committee meetings for information sharing.
 - Serve as an advisor to other boards, committees and municipal departments to ensure that their work is being conducted via an equity lens.
- Residents
 - Recognized resource to advance issues related to DEI. To create {training, support, accountability, a mechanism for addressing complaints} (What is feasible for us to provide? What is public record/ how do we access?) arising out of these issues (e.g., respond to/file complaints, direct complaints, track progress/resolution, act as an intermediary w/ a process on how to respond to incidents, Partner with police when the circumstance is criminal.)
 - Deploy informational campaigns to engage the community about local issues related to diversity, equity, and inclusion.
 - Facilitate collaboration between the citizens of Bridgewater and town government to create a culture that welcomes and celebrates all identities.
 - Organize voter registration and voter information initiatives to keep residents informed and educated.
 - Encourage diverse candidates to run for elected positions

Operational Best Practice

- A portion of members of the Ad Hoc committee continue as members of the permanent committee for continuity of knowledge.

- Ongoing training / education for committee members (synchronous and asynchronous)
 - - 2 Committee members to be qualified by IDI
<https://idiinventory.com/>
- Stakeholder Engagement- seek and promote racially inclusive collaboration and input
 - Meetings are communicated effectively and timely, location is accessible and inclusive
 - Provide a mix of different ways for community to engage - anonymous survey, attendance, comment cards
- Be **data driven** and impact accountable - Use data that clearly states
 - 1) community indicators and desired results, and
 - 2) our specific program or policy outcomes and performance measures.
 - Track equity metrics at regular intervals using Racial Equity Results-Based tool
 - Analyze outcomes of each project, evaluate effectiveness, re-strategize
- Develop and Integrate policy strategies and buy-in for eliminating racial inequity across all town offices, daily routines, performance reviews, job descriptions - Use of a Racial Equity Tool for analysis
- Develop cross-sector, cross-jurisdictional partnerships to achieve systemic change - ie. library, schools, cultural council and police
- Use a communications tool, such as the Center for Social Inclusion *Talking About Race Right* Toolkit to develop messages and a communications strategy.

Final Recommendations

The DEI Committee has identified focused areas the Town needs to consider in its plan to develop and form a DEI initiative. These areas range from direct actions the Town can control, to efforts that the Town can influence and support through partnerships. The focus areas included:

1. Policies and Practices
2. Minority Business Support and Attraction

Recommendation #1: Adopt a Diversity, Equity & Inclusion (DEI) Committee as a major Town Goal will allocate resources, specific work plans, and identified outcomes that will move the community towards the desired broader, lasting change rooted in diversity, equity, and inclusion.

Recommendation #2: Establish an Office for the DEI Committee Members within the Town. An office dedicated to DEI is the Town's forward-facing commitment to structural and lasting change. It would create and sustain relationships with marginalized people and their leaders. This office would support the Town's comprehensive approach to improving DEI, and would work with all departments to improve policies, processes, standard operating procedures, and cultivate a shared responsibility for diversity, equity, and inclusion.

Key Elements:

- In addition to establishing a DEI Committee, create a full-time DEI manager position and ensure the office is adequately resourced for success.
- Serve as City liaison and conduit to community, Town Leadership and other stakeholders.
- Create formal and informal structures to build community and provide ongoing voice, representation, and guidance to the Town.
- Develop and implement a DEI strategic plan; implement applicable DEI Committee recommendations.
- Coordinate and advocate for DEI education programs for the public, utilizing proven providers.
- Maintain robust DEI presence on Town's website.

Recommendation #3: Develop and Implement DEI Strategic Plan for the Town. Create a strategic plan for a comprehensive DEI Initiative. Include assessment of Town policies, practices, environments, and community needs. Ensure that the community is deeply engaged; utilize the DEI Committee members as part of a steering committee is recommended. A community-partnered approach to strategic planning is essential to removing barriers and making substantial improvements to DEI within the Town.

Key Elements:

- Dedicate specialized resources (staffing, etc.) to conduct thorough assessment and develop effective strategies and work plans with measurable and reportable outcomes.
- Utilize the DEI Committee's compilation of recommendations, identified key areas, and suggested approaches as a starting point.
- Engage the community; create a Town/Community strategic planning steering committee.

Recommendation #4: Identify funding sources to fund DEI initiatives. These funding sources can come from grants, a percentage of Town's incoming funds from tobacco, marijuana and alcohol sales tax. The revenue should fund initiatives that focuses on improving the lives of members of marginalized groups of people

Definitions

- **Diversity-** involves all the ways that people are different, including the different characteristics that make one group or individual different from another. Diversity includes: Race and ethnicity, Sexual orientation, Socioeconomic status, Gender identity, Religion, Language, Age, Marital status, Veteran status, Mental ability, Physical ability, People with disabilities. Diversity may also include a range of ideas, perspectives and values.
- **Equity-** Equity aims to ensure fair treatment, access, equality of opportunity and advancement for everyone while also attempting to identify and remove the barriers that have prevented some groups from fully participating. Equity promotes justice, fairness and impartiality

within the processes, procedures and distribution of resources by systems or institutions. To tackle equity, people need to understand the root causes of outcome disparities in society.

- **Inclusion-** Inclusion builds a culture where everyone feels welcome by actively inviting every person or every group to contribute and participate. This inclusive and welcoming environment supports and embraces differences and offers respect to everyone in words and actions. A work environment that's inclusive is supportive, respectful and collaborative and aims to get all employees to participate and contribute. An inclusive work environment endeavors to remove all barriers, discrimination and intolerance.
- **DEI Principles-**
 - Diversity is good for everyone! When each other's differences are valued, it enriches everyone's experiences and produces the best ideas.
 - Commit to communicating openly with the community on the work being done towards equity and inclusion and receiving and incorporating their feedback as the work continues.
 - Commit to hold ourselves and each other responsible for both failures and success.
 - A commitment to changing policies, procedures, processes, behaviors, cultural norms to ensure fair and just outcomes for all the people our systems were designed to serve.
 - Set actionable goals and measure progress towards them.

Additional examples to be defined by the permanent committee:

- Advisory
- Independent
- Tokenism
- DEI Competency
- Privilege
- Social Change

Appendix 1: Best Practice Resources

1. [Racial Equity & Inclusion Framework - The Annie E. Casey Foundation](#)
2. [Racial Equity Toolkit](#)
3. https://docs.google.com/document/d/1h7xghkqaVnRhp9gjlZDnlpKvn_83eP1aLyGRWZfsCJo/edit
4. [Racial Equity Action Plans](#)
5. GARE Contract for Equity
file:///home/chronos/u-53c8f6fa78b332be7ab8dec5b871e681c1ddfd41/MyFiles/Downloads/GARE-Contract_For_Equity.pdf

GARE Getting to Equity

file:///home/chronos/u-53c8f6fa78b332be7ab8dec5b871e681c1ddfd41/MyFiles/Downloads/GARE_GettingtoEquity_July2017_PUBLISH.pdf

DRAFT Town Manager's Committee Mission Statement and Work Plan

Background: The Town of Bridgewater has a new vision which includes community engagement and inclusivity as key priorities.

"By the year 2035, Bridgewater will have established itself as the region's most accessible and desirable hub of culture, commerce, education, and open space recreation with a thriving downtown area, a breadth of housing choices, sustainable infrastructure, green initiatives and a connected network of scenic outdoor recreation options, all of which preserve our quaint small-town aesthetic and highlight our historic heritage and charm. This will be supported by a best-in-class town government that prioritizes sound fiscal management, fast and reliable municipal services, community engagement and inclusivity, and economic prosperity to create better everyday lives for all generations and cultures."¹

Today, a politically and socially divided nation is reflected across every level of society. The Town has a great opportunity to improve community connection and advance in diversity, equity, inclusion, and belonging. According to the 2020 U.S. Census Bureau, Bridgewater is approximately 82% white and 7% Black, 4% Hispanic or Latino, 1% Asian and the balance report as more than one race. Census data does not account for other self-identification factors including nonbinary genders, religion, sexual preference, etc. Bridgewater is changing and political and social division can easily manifest in discrimination and conflict.

As the Town of Bridgewater is actively working to engage and celebrate its changing demographics and to ensure that diverse communities are well-represented in policy discussions, a more complex definition of "inclusive communities" shall include elements such as:

- helping people thrive by encouraging civility, combating racism, fostering a welcoming environment, and celebrating diversity.
- promoting reasoned affordable housing initiatives.
- enabling participation in community services and local government.
- supporting fairness in access to justice and services.
- supporting social justice.
- encouraging awareness and understanding of opportunities/limitations.
- working for a more sustainable community for all residents.

There are both cultural and economic benefits for towns that fully integrate their diverse members. Heather McGhee, author of *The Sum of Us*, cites many examples of what she calls the "Solidarity Dividend," in which American municipalities reach across racial lines for the common good, and end up securing better outcomes for all, from universal healthcare to living wages.

Studies show that for diversity initiatives to lead to equitable outcomes, two factors are necessary: top management commitment to the initiative, and the integration of the initiative into the core of the establishment.

Mission: The mission of the DEI&B Committee is to ensure that all town policies and procedures demonstrate a commitment to centering principles of diversity, equity, inclusion, and belonging while serving as a driver of social change in the Town of Bridgewater.

¹ Bridgewater Town Council Resolution R-FY22-006, February 1, 2022

The vision is to foster an environment where all the people who live, work and study in the Town of Bridgewater, experience a strong sense of belonging, feel empowered to enact change, and have equitable opportunities to thrive.

Goals: The DEI&B Committee has four strategic goals:

- Increase *representation* of historically excluded populations in all areas of town government.
- Conduct annual equity audits to ensure *accountability* within town government.
- Lead community education campaigns to *engage the community* about local issues related to diversity, equity, inclusion, and belonging.
- Facilitate *collaboration* between the citizens of Bridgewater and town government to create a culture that welcomes and celebrates all identities.

Specific interactions:

- Town Council: Work to influence and support diverse candidates for Town manager and other leadership positions.
- Town Manager's Office: Serve as a resource to HR by reviewing personnel policies and training opportunities through an equity lens and inform suggested changes.
- Other Boards, Committees, & Municipal Departments: Encourage and welcome other boards, committees & municipal departments to attend DEI&B committee meetings for information sharing. Serve as an advisor to other boards, committees and municipal departments to ensure that their work is being conducted via an equity lens.
- Residents: Deploy informational campaigns to engage the community about local issues related to diversity, equity, inclusion, and belonging. Facilitate collaboration between the citizens of Bridgewater and town government to create a culture that welcomes and celebrates all identities. Organize voter information initiatives to keep residents informed and educated on issues related to DEI&B. Encourage diverse candidates to participate in Town government.

Other Ideas:

- Be **data driven** and impact accountable.
- Propose policy strategies for eliminating racial inequity across all town offices, daily routines, performance reviews, job descriptions by use of a Racial Equity Tool for analysis.
- Develop cross-sector, cross-jurisdictional partnerships to achieve systemic change.
- Receive annual Town goals through the Town Manager's office to guide the efforts of the Committee.