

Diversity, Equity and Inclusion Commission Charge

Objective:

The objective of this document is to provide a statement of scope for the Diversity, Equity and Inclusion Commission in their charge to serve as an advisory commission for the mission of increasing awareness of diversity in our town.

Scope:

The Diversity, Equity and Inclusion Commission shall work at this effort with input from the community, the Board of Selectmen and the HR Director.

Work shall include:

1. The commission shall have seven members and two alternates with 3-year terms, who shall strive to advocate for diversity, equity and inclusion in the areas of race, color, national origin, religion, age, sex, sexual orientation, gender identity or expression, disabilities, and income.
2. In the initial start up of the commission, 4 members will hold 3-year terms, 3 members will hold 2-year terms, and alternates will hold 3-year terms. In 2023, or upon renewal, all terms will become 3-year terms.

3. Promote cultural diversity, social equity and a spirit of inclusiveness in Colchester by discovering, bridging, supporting and celebrating the various cultures in our town, including all groups as set forth above.

Work may include:

The commission may partner with organizations locally and regionally to promote progress in diversity, equity and inclusion efforts.

Work does not include:

The commission is not an investigative body for ethics complaints or any other interpersonal or systemic complaint related to Town employees or Town elected/appointed officials. The commission will act in an advisory capacity only with the scope limited to acting as a repository of information related to diversity, equity and inclusion resources.

This commission's work shall be accomplished through the members' outreach to the local community and to state and federal resources.