

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.

Worked on a name for the commission

CORE:

Colchester's

Openness to

Respecting

Equity

Why does the committee recommend the town move forward a formal commission?

The ad hoc committee sees the commission as an opportunity for Colchester to discover, bridge, support and celebrate the diversity within our community, where all voices are welcome.

Complete/present the charge

Ad Hoc Committee for Diversity and Inclusion

Charge: Design and develop the structure and a charge for a formal commission on diversity and inclusion.

The committee identified areas to address

These areas include: housing, transportation, elderly, youth, education, law enforcement, religion, LGBTQ+, physical and mental health, racial and ethnic diversity, employment, and economic development.

The committee interviewed the following:

Shannon Ramsby, Director of Human Resources, Town of Colchester and Colchester Board of Education

- 1) Formulate an Affirmative Action plan since Colchester doesn't have one
- 2) Expand our advertising channels: Middletown, Hartford, and New Britain are in our market, let's advertise here
- 3) Expand the on-boarding training of new employees to include diversity training
- 4) Conduct exit interviews: why do people leave?

Chuck Maynard, President Colchester Business Association

- 1) CBA has no involvement in recruiting businesses, works with businesses as a resource

Are there publications to promote diverse business owners/businesses?

Matt Bordeaux, Colchester Town Planner

- 1) Build a relationship with CBA
incentivize businesses to come...support and promote businesses
- 2) Pedestrian connectivity improvement program
improve the Town Green: benches, lighting, new bus shelter, pedestrian, and bicycle connectivity

- 3) Encourage "all walks of life" (Matt's words) to engage in the community
- 4) Make permitting process easier

Matt spoke about various programs:

CTIP (Colchester Tax Incentive Program)

CPACE - administered by CT Green Bank, deals with utilities/energy efficiency

SECTER (Southeast CT Enterprise Region)

- 5) Colchester needs to have an Affordable Housing Plan by 2022

James Stavola, Chair Colchester Police Commission

- 1) Need more training regarding implicit bias
- 2) More clear-cut policy on use of force, de-escalation, more community policing

Patty Watts, Director Colchester Senior Center

- 1) Age and disability factor into diversity and inclusion
- 2) The membership of the Senior Center has grown in the last 7 years; we could use more senior housing in Colchester

Committee began to work on the charge for the commission

Committee discussed structure of permanent commission and decided on the number of members

This Diversity, Equity, and Inclusion permanent commission is an advisory group for the town of Colchester. The commission will consist of 7 permanent members and 2 alternates. Citizens will apply to be part of the commission and will be appointed by the Board of Selectmen.

Marathon County

County Board of Supervisors and Comm

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Public Safety Committee

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Mission / Purpose: Provide leadership for the implementation of the Strategic Plan, monitoring outcomes, reviewing, and recommending to the County Board policies related to the public safety initiatives of Marathon County.

Statutory Responsibilities:

Membership: The Public Safety Committee shall be comprised of seven (7) County Board Supervisors appointed by the County Board Chairperson at the April meeting of the County Board in even numbered years.

Term: Members shall serve for a two year term concurrent with their terms of office as County Board Supervisors.

Reporting Relationship: The Public Safety Committee shall be accountable to the County Board. It shall have responsibility for outcome monitoring and oversight of the implementation of all policies relating to public safety for the County. The Public Safety Committee shall have the primary responsibility of conferring with and providing guidance to the following County departments:

- Sheriff
- Clerk of Courts
- District Attorney
- Medical Examiner

The duties and responsibilities of the Public Safety Committee include but are not limited to:

1. Foster the implementation of the County's Strategic Plan
2. Identify the need for and recommend to the County Board policies related to the public safety of the County.
3. Review new programs and associated budget requirements prior to their being considered for inclusion in the County budget.
4. Facilitate broad based discussion of issues and policies encouraging public involvement and communications with the public.
5. Serve as the initial contact point for individuals and / or organizations who wish to influence County Board policy regarding County public safety.
6. Delegate operational procedures and practices to appropriate administrative committees and departments of the County.
7. Initiate a study to determine future criminal justice issues.
8. Fulfill all statutory requirements assigned by the County Board.
9. Additional duties as assigned by the County Board Chairperson.

Committee Relationships: The Public Safety Committee shall be the committee of jurisdiction providing the leadership for interaction, communications, and policy recommendations to the County Board with respect to the following committees of the County:

- Justice Advisory Committee
- Local Emergency Planning Committee

Other Organizational Relationships: The Public Safety Committee will serve as the Marathon County Board liaison to the following organizations:

- Humane Society of Marathon County

- Elected County Public Safety Officials
- Sheriff
- Judges
- District Attorney
- Clerk of Courts
- Department of Correction (Probation & Parole)

Committee Members:

Contact Information for Committee Members

Marathon County Courthouse

500 Forest St.
Wausau WI 54403
Hours: 8AM to 4:30PM Monday-Friday
Courthouse doors open at 7:45 AM
Holiday Schedule (PDF)
Organizational Excellence

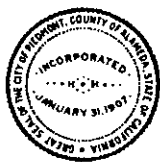
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CITY OF PIEDMONT

Resolution No. 3-14

Establishing a Public Safety Committee

WHEREAS, as with most Bay Area cities, crime has increased in Piedmont and residents desire a continuing partnership with their Police Department; In addition, the Bay Area is prone to natural disasters and the need for residents to partner with their Fire Department to enhance disaster preparedness is clear and vital; and

WHEREAS, the facilitation of these partnerships is in the best interests of both the City of Piedmont and its residents; and

WHEREAS, with Resolution 10-10, the City Council created a Public Safety Committee to enhance these partnerships with specific charges to increase awareness of public safety, specifically crime prevention and disaster preparedness issues, establish a formal program to increase outreach to neighborhoods, increase coordination between the police and fire departments, and find funding sources for these efforts; and

WHEREAS, mindful of the important work completed by the Public Safety Committee, the City Council extended the time for the committee to complete its work with Resolution 25-11 and further granted the committee an additional two years with Resolution 19-12, extending until April 1, 2014 the expiration date of the committee; and

WHEREAS, for its entire existence, the Public Safety Committee has had a great impact in achieving its goals, including a significant increase in the number of crime prevention and disaster preparedness community meetings held by the Police and Fire Departments around the city, as well as the creation of a city-wide emergency notification system, and three highly successful events held in conjunction with the annual Harvest Festival; and

WHEREAS, in order to allow the committee to continue its highly successful work in each of its assigned areas;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Piedmont does hereby resolve, declare, determine and order as follows:

SECTION 1. The Public Safety Committee is hereby established as a permanent standing committee of the City of Piedmont.

SECTION 2. The efforts of the Public Safety Committee shall be focused on the following areas:

1. Investigate ways to increase public participation in crime reduction strategies, including but not limited to the following:

- Neighborhood meetings
 - City-wide meetings
 - School events
 - Web-based and other community networks
2. Increase public participation in disaster preparedness using the resources of the Public Safety Committee. Members of the Committee shall directly work to organize increased public participation of those programs/events approved by the Public Safety Committee.
 3. Provide a forum to share comments, issues or concerns regarding public safety issues, including but not limited to crime prevention, community outreach and disaster preparedness education and training.

SECTION 3. The Piedmont Public Safety Committee shall suggest achievable, low cost, short-term and long-term actions that the City and its residents may take to facilitate its goals.

SECTION 4. The Public Safety Committee shall be comprised of not fewer than seven and not more than nine voting members. Four to six members shall be residents appointed by the City Council. One Member shall be a member of the Board of Education or a resident designee appointed by the Board. The remaining two members shall be the Chief of Police (or designee) and the Fire Chief (or designee). All members shall be voting members. The City Council shall endeavor to appoint a diverse committee, using factors including but not limited to gender, age, background, and place of residence as considerations for selecting members.

SECTION 5. The City Council shall appoint one of the residents to serve as Committee Chair. The Chair shall participate in the interviews and selection of committee members.

SECTION 6. Members of the Public Safety Committee appointed by the City Council shall be appointed to three-year terms and may serve a maximum of two consecutive terms. The member of the Board of Education shall serve a term of one year. The Chief of Police and Fire Chief shall serve as long as they hold their position.

SECTION 7. In order to ensure historic perspective, the appointments in 2014 will be staggered as follows: The Committee Chair and one resident member shall be appointed to a term of three years. Two of the resident members shall be appointed to terms of two years. The final two resident members shall be appointed to a term of one year.

SECTION 8. The Committee shall meet on a quarterly basis unless, in the opinion of the Committee Chair, specific events or concerns dictate the necessity for additional meetings. The meeting dates will occur on a set date and time as collaboratively determined based on the schedules of its members.

SECTION 9. In its annual budget request to the City Council, the Fire Department shall include a line item entitled "Public Safety Committee" which shall be sufficient to cover reasonable expenses for the committee to carry out its duties.

SECTION 10. The Committee shall comply with the Ralph M. Brown Act (Government Code §54950 et seq.) including, but not limited to notice, agenda posting, and public participation requirements.

SECTION 11. The Committee is an advisory body to the City Council and is not an independent decision-making body. All of its recommendations regarding public safety are subject to discussion and approval of the City Council.

SECTION 12. The Committee will not advise or make recommendations on public safety procedure or personnel matters and shall limit its discussions to the three areas stated in Section 2. Its focus shall be on tangible, practical, cost-effective actions that can be implemented at the local level.



I certify that the foregoing resolution was passed and adopted at a regular meeting of the Piedmont City Council on January 6, 2014, by the following vote:

Ayes:	Chiang, Fujioka, Keating, McBain, Wieler
Noes:	None
Absent/Abstain:	None

Attest: _____
John O. Tulloch, City Clerk