

Committee on Combating Racism and Bias - Committee Charter

Standing Committee. The Committee on Combating Racism and Bias is a standing committee created by and answerable to the Board of Selectmen.

Membership. The committee will consist of nine members and two alternates appointed by the Board of Selectmen utilizing its appointments committee process. The committee shall elect its own chair, vice-chair and secretary. Any vacancy on the committee after the initial appointees have first met shall be filled by utilizing the appointments committee process. The town manager shall provide staff services to the committee.

Meetings. All meetings of the Committee shall have minutes taken in accordance with Roberts Rules of Order. Minutes shall be provided to the Town Clerk upon approval by the Committee.

Scope of Responsibilities. The committee shall advise the Board of Selectmen with respect to identifying and reviewing policies in town government, town services and municipal departments that reinforce and or contribute to systemic and structural racism. The committee will guide the Board of Selectmen by making recommendations for policies and procedures to promote greater equity and inclusion and align with the goals of the Proclamation Against Racism, Discrimination and Bigotry

Project Goal. The goal of the town is to become a fully integrated community where people of every race and skin color, national origin and ancestry, sexual orientation, gender (including gender identity and expression), ability, and religion, feel safe and accepted in order to thrive in our businesses, schools, neighborhoods and government.

Objective #1. Provide guidance to the Board of Selectmen on creating new practices, policies and policy changes to ensure the fair and equal treatment of all individuals.

Objective #2. Identify and recommend cooperation and collaboration with organizations/committees that are engaged in promoting diversity, equity, and inclusion for the people of York and surrounding communities in order to support historically marginalized groups.

Objective #3. To collaborate with Town Departments to identify practices within our current system that can be revised to ensure the equal opportunity and treatment for all individuals.

Modification of Committee Charter. Any time after the formation, the Committee may propose to the Board of Selectmen any modification of its Charter believed necessary to enhance the ability to achieve the above-stated project goal. The Board of Selectmen may accept, modify or reject proposed changes.

Charter adopted: 11/30/2020

Charter amended: 3/8/2021