

EASTON DIVERSITY & INCLUSION TASK FORCE CHARGE

Mission: The mission of the Easton Diversity & Inclusion Task Force (EDIT) is to foster a culture of diversity and inclusion to ensure all community members are accepted, respected, and empowered to participate in the shaping of Easton.

Vision: We envision an Easton which proactively cultivates, develops and prioritizes an environment where differences are valued, individuals with diverse backgrounds feel a sense of belonging, and town practices, policies, public engagement, and community building align with a culture of inclusion.

We define Diversity & Inclusion as follows:

Diversity: Diversity describes the myriad ways in which people differ, including the psychological, physical, and social differences that occur among all individuals, such as race, ethnicity, nationality, socioeconomic status, religion, economic class, education, age, gender, sexual orientation, marital status, mental and physical ability, and learning styles. Diversity is all-inclusive and supportive of the proposition that everyone and every group should be valued. It is about understanding these differences and moving beyond simple tolerance to embracing and celebrating the rich dimensions of our differences.*

Inclusion: Authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making in a way that shares power.*

Board Make-up and Operating Structure: EDIT shall consist of six members appointed by the Board of Selectmen, not more than three of the same political affiliation. Terms shall run for three years. There shall be two alternate members. Alternates shall serve a three-year term.

Strategic Directives: Easton's Diversity & Inclusion Task Force will be tasked with the following directives:

1. Identify needs within Easton and design programs that foster awareness, build relationships, and actively address diversity or inclusion.
2. Work with other organizations and institutions in the community to design and execute joint programs and activities.
3. Propose to the BOS means to facilitate the increase in representation of diverse populations throughout the community and maintain a welcoming and affirming town environment.
4. Advise the BOS with respect to other matters concerning Diversity and Inclusion that provide a pathway to inclusive excellence throughout the Easton community.

*Adapted from University of Washington – School of Public Health and Harvard Human Resources Glossary of Diversity, Inclusion and Belonging (DIB) Terms.