



TOWN OF SHREWSBURY

Board of Selectmen Workshop

HYBRID MEETING:

Google Meet: (US) +1 510-939-0478 PIN: 860 846 116#

Selectmen's Meeting Room

Richard D. Carney Municipal Office Building

100 Maple Avenue

Shrewsbury, Massachusetts 01545-5398

Thursday, August 18, 2022- 6:30 PM

Present: Mr. Maurice DePalo, Chair, Ms. Beth Casavant, Vice Chair, Ms. Theresa Flynn, Clerk, Mr. John Samia, Selectman, Ms. Michelle Conlin, Selectman

Also Present: Mr. Kevin Mizikar, Town Manager, Ms. Taylor Galusha, Principal Department Assistant (Board of Selectmen and Town Manager)

1. Call to Order

Mr. DePalo called the meeting to order at 6:35 PM

2. Discuss matters related to Diversity, Equity, and Inclusion

The Board members discussed the draft versions of the Diversity, Equity, Inclusion, and Belonging Commitment Statement and the potential DEIB Committee Mission Statement and Charge. The members agreed they must affirm their commitment to DEIB in the community and reference goals in order to not over promise and under deliver for residents. Ms. Flynn and Ms. Conlin prepared drafts for the Board Members to review. Overall the Board Members supported to the draft commitment statement, charge, and mission statement and wordsmithed both documents. The Board members noted that they did not want to overlap too much with the work that the Diversity, Equity, and Inclusion Task Force did and build off of the report and what that committee already completed.

Board members noted they felt prepared to review and act on the Commitment Statement, charge, and mission statement at their next regular meeting.

3. Adjourn

On a motion by Ms. Flynn, seconded by Ms. Conlin, the Board voted 4-0 to adjourn at 8:20 PM

Respectfully Submitted,

Taylor M. Galusha

Referenced Materials:

- DEIB Commitment Statement
- DEIB Mission Statement and Charge



TOWN OF SHREWSBURY
100 MAPLE AVENUE
SHREWSBURY, MASSACHUSETTS 01545-5398

Shrewsbury Board of Selectmen: Diversity, Equity, Inclusion, and Belonging (DEIB) Commitment

The Shrewsbury Board of Selectmen affirm our commitment to diversity, equity, inclusion, and belonging. Our vision is for Shrewsbury to be a vibrant, inclusive, collaborative community where all can thrive.

We are diverse in many ways: age, ability, citizenship, gender, financial status, race, religion, and sexual orientation, to name just a few. We originate from different places and we speak different languages. We have a broad range of beliefs, opinions, and viewpoints. Our diversity is a source of strength and character for our Town. Our goal is to foster a culture where these unique characteristics are respected, valued, and celebrated.

We will apply a DEIB focus to our decision-making and include specific DEIB objectives in our annual Board of Selectmen goals.

Shrewsbury is your home, and you deserve to experience a strong sense of belonging. Together, we will continue to strengthen our municipal government and our ability to serve all residents.

Shrewsbury Diversity, Equity, Inclusion, and Belonging Committee Charge

Mission Statement

The mission of the Diversity, Equity, Inclusion, and Belonging Committee (DEIBC) is to support and foster an inclusive and equitable community that enhances belonging for all residents. The committee will act in an advisory capacity to the Board of Selectmen and Town Manager and provide feedback to local governing bodies, boards, and committees on related topics.

The Charge and Duties of the Shrewsbury Diversity, Equity, Inclusion, and Belonging (DEIB) Committee are as follows:

- Facilitate discussions, forums, and events for town residents on topics of interest.
- Organize community events, programs, and activities that promote and celebrate diversity, equity, inclusion, and belonging.
- Recommend strategies to improve access to local resources, programs, and opportunities.
- Foster civic engagement with the goal of increasing diverse participation in Town Boards, Committees, and Town Meeting.

The committee shall make reports to the Board of Selectmen of its activities semi-annually.

Membership

The Committee shall be comprised of an intentionally diverse group of seven (7) members appointed by the Board of Selectmen. Committee members shall be appointed to staggered three year terms (For the initial year of appointment there will be two three-year terms, two two-year terms, and two one-year terms). One (1) member of the Committee shall be a high school-aged Shrewsbury resident junior or senior student serving a one year term.

Procedures

The Committee shall annually select among its members a Chair and Vice Chair.

A majority of members of the Committee shall constitute a quorum. The Committee shall be subject to and governed by the requirements of the Open Meeting and Public Records Laws.