



DE&I Task Force Frequently Asked Questions

- 1. Is this a temporary or standing committee?** *The work of this task force will most likely help shape a future standing committee to continue DEI work in Wellesley.*
- 2. How long is the task force scheduled to meet and what is the time commitment?** *As this is a new task force, plans include regular meetings every two weeks for at least two hours. Members will also participate in subcommittee meetings that will likely meet more frequently and work closely with Town leaders. The task force is expected to remain in place for at least a year or more, depending on the work needed in our community and the goals determined by the members themselves.*
- 3. Why me? Who else is/will be on the committee?** *The intent of this task force is to represent all of Wellesley. Your unique perspectives, identities, and life experiences are so valuable and are crucial to making the work of the task force a success. The committee will consist of about 25 people, including Town officials, thought leaders, faith leaders, individuals with marginalized identities, residents, non-residents, and others in our community who want to do this work. One-third of the members will be appointed and the rest of the task force will be selected from interest applications.*
- 4. Will we meet in person? Where will we meet?** *The committee will meet in person if allowed by COVID-19 guidelines. Meeting locations may include Town Hall and other municipal buildings, houses of faith, and more. If in-person meetings are not possible, committee meetings will take place via Zoom.*
- 5. Is there any compensation?** *Task force members will not be compensated. Your participation is voluntary.*
- 6. How will the work be assessed? Where is the accountability?** *The effectiveness of the work will largely be determined by changes in the culture of our community. The committee, working with Town leaders and community members, will develop benchmarks for the work to help determine accountability.*
- 7. Why are we doing this? What is the goal?** *The goal of this task force is to make Wellesley a more welcoming and inclusive town for all. Like communities across the country, Wellesley has experienced instances of discrimination, bias, injustice, and inequity and is committing to be better.*
- 8. Who is driving this? Are there collaborative opportunities?** *The Executive Director and Select Board office staff are working with an independent consultant to develop this task force. Once the committee is established, members are encouraged to forge partnerships and work collaboratively with other Town leaders, community advocates, and others.*
- 9. How do I participate on the task force?** *To participate, please complete the interest application. We encourage you to provide as many details as you wish. Applications will be reviewed by the recruitment committee and additional interviews will be scheduled.*
- 10. What are the desired outcomes of this effort? What are the next steps? What will future work look like?** *The intent of this task force is to create deliverables - mission, vision and values, and guiding principles to support anti-bias, nondiscriminatory and anti-racist attitudes and behaviors. The next steps will be to share this information, help educate our community, and develop actions that promote change. Future work will be largely determined by the task force and any resulting standing committees and community members themselves.*