



TOWN MEETING

ARTICLE: 17

MOTION: 1

That the Town transfer the sum of \$100,000.00 (ONE HUNDRED THOUSAND DOLLARS) from Free Cash, as certified on July 1, 2022, to be expended under the direction of the Diversity, Equity, & Inclusion (“DEI”) Task Force for an Equity Audit and that Town Meeting adopt an Anti-Racism and Anti-Bias Resolution, to read as follows:

Anti-Racism and Anti-Bias Resolution

WHEREAS the United States of America, of which the Commonwealth of Massachusetts and the Town of Wellesley are part, was founded upon the self-evident truths that all humans are created equal, and endowed by their creator with inalienable rights; and

WHEREAS the United States of America, including Massachusetts and the Town of Wellesley, have made great strides in treating its citizens equally and respectfully upholding undeniable rights; and

WHEREAS history has shown that despite its clear foundational principles and progress, the United States, including Massachusetts and the Town of Wellesley, have, at the same time, perpetuated unequal treatment of people due to their race, skin color, religion, national origin, ethnicity, age, sex, gender, gender identity/expression, class, socio-economic status, sexual orientation, disability; and

WHEREAS the racial, ethnic, gender, sexual orientation, class and disability disparities which persist across a broad spectrum of social measures, including wealth, health, education, housing, and public safety are detrimental to all members of a community; and

WHEREAS the people of the Town of Wellesley repudiate discrimination on the basis of characteristics such as race, skin color, religion, national origin, ethnicity, age, sex, gender, gender identity/expression, class, socio-economic status, sexual orientation, disability, or any other factors; and

WHEREAS the Town’s 2019 Unified Plan names diversity as a key value in the Town and recommends that the Town “[e]stablish, implement and support ongoing initiatives to maintain Wellesley as a community that welcomes a diversity of people and households”; and

WHEREAS the Wellesley Select Board has issued a Statement on Anti-Racism and Anti-Bias and the Wellesley School Committee has issued an Anti-Racism Resolution;

WHEREAS the people of the Town of Wellesley reaffirm their commitment to ensure that all people in Wellesley will receive and can expect to receive fair and equitable treatment from the Town's government, institutions and community members, by working to dismantle discrimination and bias and improve and make available opportunities to everyone;

NOW THEREFORE be it RESOLVED and AFFIRMED, that the Town of Wellesley, acting by its Annual Town Meeting duly assembled, endorses and adopts the following statement for the guidance of all affiliated with its government in any capacity, as well as supports the baseline work to move forward with these commitments:

- We commit to working with our constituents, institutions, organizations, businesses, employees, and stakeholders to create a more welcoming and more inclusive Town of Wellesley.
- We commit to improving representation, participation, and opportunities available to people of color and other underrepresented groups, as well as to dismantling institutional racism and bias.
- As a Town, we will respond to stop intolerance or hate based on race, skin color, religion, national origin, ethnicity, age, sex, gender, gender identity/expression, class, socio-economic status, sexual orientation, disability, or any other like characteristic.
- We will acknowledge, address, and repudiate any and all expressions of hate, prejudice, and discrimination, including all forms and expressions of exclusion, bigotry, intolerance, and bullying toward any individual or group.
- We will also work to transform institutions, policies, procedures, and the workforce to reflect and honor the diversity of the community.

In order to ensure that diversity, equity, and inclusion are keystone practices within Town operations and the community as a whole, Town Meeting will support the DEI Task Force with \$100,000.00 to hire a consulting firm to conduct an Equity Audit for the Town of Wellesley. The Audit will develop a baseline to assess whether and how institutional racism and unconscious bias influence the policies and practices of the Town of Wellesley and then in collaboration with residents and stakeholders inside and outside of Town government develop a framework for equity to guide the Town's policies and practices going forward. Informed by the Audit and inspired by the framework for equity, departments, boards, and committees will develop plans to operationalize the changes necessary to meet the goals of an equitable Wellesley. As part of the Audit, the DEI Task Force will assist the consultant in data collection and participate in interviews of staff and other stakeholders and in other ways as needed.