

Mashpee Inclusion and Diversity Committee

I. BACKGROUND

This policy is intended to replace the Affirmative Action Committee and No Place for Hate Committee in their entirety. Any existing member(s) of either Committee are transferred over to the Mashpee Inclusion and Diversity Committee.

II. PURPOSE

The Select Board shall appoint a Mashpee Inclusion and Diversity Committee to:

1. Promote, embrace and support the cultural enrichment of Mashpee's diverse population as an important element of a healthy and vibrant community.
2. Provide a welcoming environment by encouraging cooperation and respect among and by all persons who come in contact with the town including residents, visitors and persons passing through.
3. Strive for a community characterized by the values of inclusion. Inclusion is defined as actively pursuing goals of including, integrating, engaging, and welcoming all persons regardless of their race, color, ethnicity, gender, sexual orientation, gender identity, disability, age, religion, creed, ancestry national origin, military or veteran status, marital status, family status, or receipt of public benefits.
4. Foster civic engagement of all residents with mutual respect for the contributions that every individual or group makes toward community goals.
5. Support or suggest programs or activities that promote a culture of respect and belonging for all persons.

III. MEMBERSHIP

The Select Board shall appoint the Mashpee Inclusion and Diversity Committee consisting of nine voting members for two (2) year terms. One (1) member shall represent the Mashpee Public Schools (designated by a vote of the School Committee), one (1) member shall represent the Wampanoag Tribe (designated by the Mashpee Wampanoag Tribe), and the remaining seven (7) at-large members shall be appointed by vote of the Select Board to represent the interests in the purpose statement. There shall be three (3) non-voting members as follows: a liaison from the Select Board (designated annually by the Chair of the Select Board), a high school student currently in their junior or senior year to allow for such student to serve for two (2) years (designated by a vote of the School Committee to a term of two (2) years) and the Human Resources Department Compliance Officer respectively.

IV. VACANCIES

Whenever a vacancy shall occur in the membership of the committee by reason of death, resignation, inability to act, absence from three consecutive meetings, or for any other reason, the vacancy shall be filled by appointment by the Select Board for the remainder of the term. In order to have representation from the various listed interests in the purpose statement, the Committee will recruit, meet with prospective members and forward nominations to the Select Board for their consideration and approval consistent with Policy 001.

V. ORGANIZATION

The Committee, at its first annual meeting and thereafter annually in July of each year shall elect from its membership a Chairperson and Vice-Chairperson. Each officer shall hold office until the next annual election. In the event of a vacancy in either office, the committee shall hold a special meeting for the purpose of electing one (1) member to fill the vacancy.

VI. ANNUAL REPORT

The committee shall prepare an annual report of its activities to the Select Board.

VII. POWERS AND DUTIES

The Committee will serve as a resource to the Town of Mashpee, Select Board and the public. The committee may conduct ongoing campaigns, may host or may participate in free public events each year to facilitate public education on diversity, discrimination and community building as relevant to Mashpee. The committee shall not operate as an adjudicatory body.

*Adopted by the
Mashpee Select Board
September 11, 2018
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