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ARTICLE 26

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TWENTY-SIXTH ARTICLE

Submitted by: Deborah Brown, Susan Wolf Ditkoff, and Michael Sandman

**To see if the Town will adopt the following Resolution:**

Whereas the Town of Brookline entered into the Government Alliance on Race and Equity (GARE) by vote of Town Meeting in May 2017 (Article 22), and

Whereas the Town of Brookline desires to be a leading municipality with respect to equity, diversity, and inclusion goals, specifically with respect to (i) recruitment, employment, retention, and promotion of a diverse Town workforce, (ii) the culture and environment of Town departments, (iii) procurement and contracting, (iv) participation by all segments of the Town’s population in Town boards, commissions, and committees, and (v) interactions with the police; (vi) affordable housing; and (viii) the enforcement of non-discrimination requirements in Town bylaws and regulations and state and federal laws and regulations (“Equity Goals”), and

Whereas “Equity Goals” shall include goals related to persons based on race, ethnicity, income, disability, gender and gender identity, language status, immigration status, religion, or family composition,

**Now, therefore, be it hereby Resolved that the Town of Brookline shall engage a third-party consultant to undertake an independent, comprehensive review of practices and operations with respect to Equity Goals across all Town Departments. The consultant shall report jointly to the Town Administrator and the Town Chief Diversity Officer, and progress shall be presented regularly to the Select Board and the Commission on Diversity, Inclusion, and Community Relations as the supervising body. An interim report shall be presented to Town Meeting no later than November 2019, with the expectation that the first set of recommendations will focus on racial equity, and be defined and considered for appropriation within FY2021 departmental budgets (to be approved at the Annual Town Meeting in May 2020).**

Or act on anything relative thereto.

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PETITIONER’S ARTICLE DESCRIPTION

Preparation: In preparation for this review, the Town’s Chief Diversity Officer, working in conjunction with all Department Heads and the Town Administrator's office, shall

identify and summarize equity, diversity, and inclusion initiatives and reviews undertaken by the Town and its departments to date relative to Equity Goals, and the relative success thereof.

Scope of Work: Upon engaging the independent consultant contemplated by this Resolution, said consultant shall perform the following tasks:

- a. Further define Equity Goals for the Town, including appropriate additional areas of focus;
- b. Identify national and regional best practices for a municipality that is pursuing the above Equity Goals, and specifically racial equity, across all levels of its operations;
- c. Develop metrics and indicators specific to Brookline that will help identify progress in terms of Equity Goals;
- d. Identify available data and indicators in the Town of Brookline, in conjunction with the Town Administrator's office and Department Heads relative to Equity Goals,
- e. Identify additional data and indicators that would need to be collected going forward; and
- f. Identify highest priority action steps to be taken in the next 12-36 months and the estimated budget impact of pursuing those action steps.

3. Timeline: As stated above, an interim report shall be presented to Town Meeting no later than November 2019, with the expectation that the first set of recommendations will focus on racial equity, and be defined and considered for appropriation within FY2021 departmental budgets (to be approved at the Annual Town Meeting in May 2020). Annual reports shall be presented to Town Meeting each November thereafter, with sufficient time to include new efforts to increase equity and inclusion into the following year's budget cycle.

4. Responsibility: As stated above, the consultant will report jointly to the Town Administrator and the Town Chief Diversity Officer, and progress will be presented regularly to the Select Board and Commission on Diversity, Inclusion, and Community Relations as the supervising bodies. An ad-hoc task force with representation from relevant staff and elected commissioners / board members would receive monthly reports and provide advice and guidance to the process. The Public Schools of Brookline and the Brookline School Committee are encouraged to communicate their system-wide equity and inclusion plans and milestones to this task force, and have representation on this task force, in order to facilitate a town-wide approach and coordinate efforts as appropriate.

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SELECT BOARD'S RECOMMENDATION

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ADVISORY COMMITTEE'S RECOMMENDATION

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