

**DIVERSITY EQUITY & INCLUSION ADVISORY COMMITTEE
PURPOSE STATEMENT**

Mission: The mission of the Diversity Equity & Inclusion Advisory Committee (DEI Committee) is to advise the Board of Selectmen (BOS) in ways to foster a culture of diversity, equity, and inclusion to ensure all community members are accepted, respected, and empowered to participate in the shaping of Weston.

Vision: We envision a Weston which proactively cultivates, develops and prioritizes an environment where differences are valued, individuals with diverse backgrounds feel a sense of belonging, and town practices, policies, public engagement, and community building align with a culture of inclusion.

We define Diversity, Equity & Inclusion as follows:

Diversity is defined as the entire range of human differences that includes, but is not limited to race, ethnicity, gender, gender identity and expression, sexual orientation, age, socioeconomic status, religious affiliation, and national origin. (Annie E Casey Foundation, 2020)

The concept of **Equity** is synonymous with fairness and justice. It is helpful to think of equity as not simply a desired state of affairs or a lofty value. To be achieved and sustained, equity needs to be thought of as a structural and systemic concept. (Annie E Casey Foundation, 2020)

Inclusion puts the concept of diversity into action by creating an environment of involvement, respect, and connection. More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging. (Annie E Casey Foundation, 2020)

Strategic Directives: Weston's DEI Committee was appointed by the BOS in November 2020. The DEI Committee was tasked with the following directives on January 21, 2021.

1. Recommend policies designed to improve and advance the recruitment and retention of employees and officials that are underrepresented, marginalized groups in Weston.
2. Propose to the BOS programs that foster awareness, build relationships, and actively address systemic and institutional racism.
3. Propose to the BOS means to facilitate the increase in representation of diverse populations throughout the community and maintain a welcoming and affirming town environment.
4. Advise the BOS with respect to other matters concerning Diversity, Equity, and Inclusion that provide a pathway to inclusive excellence throughout the Weston community.