

ARTICLE 10: Citizen Petition: DEI Director

Mr. Lee moves that the Town urge the Select Board to prioritize collaboration with the DEI Commission towards hiring a full time DEI Director.

Select Board 2022-2023 DEI Goal

“Work with the DEI Commission to research and implement diversity, equity, and inclusion best practices in town governance. Listen to diverse voices in the community and assess which additional DEI actions the Select Board should take.”

Timeline

- 4/21. CPS hires first Director of Diversity, Equity, and Inclusion
- 6/21. Select Board initiates 9-member DEI Commission (DEIC)
- 7/22. Select Board sets DEI goal
- 11/22. Town-wide DEI survey launched
- 12/22. DEIC Commission presents recommendations to Select Board
- 3/23. Town contracts DEI Consultant

Key findings from Concord DEI Survey

- 626 people recently responded to the town's DEI survey:
- 66% of respondents reported that they had either experienced or witnessed discrimination in Concord
- The #1 action that respondents voted for was the hiring of a full-time DEI Director

Why we need a DEI Director

- Significant work needs to be done to improve equity and inclusion in Concord
- A DEI Director would identify and implement measures to enhance diversity, equity, and inclusion in our town
- The work is complex and requires more than resident volunteer efforts
- Many Massachusetts towns have or are hiring full-time DEI Directors (Acton, Amherst, Arlington, Belmont, Brookline, and Lexington)

Overall Goals for the DEI Director

- Develop and implement measures to improve equity and inclusion
- Ensure equitable policies, procedures, and processes
- Create systems to collect, analyze, and address reports of bias/discrimination
- Strengthen town government's community connections
- Increase diversity and engagement of residents in local government
- Increase diversity of the town's workforce

We ask the Select Board

To support the creation of a job description for a DEI Director reporting to the Town Manager and to gain approval from the Personnel Board

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