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# TOWN OF BURLINGTON

## Meeting Posting

Email Posting to [meetings@burlington.org](mailto:meetings@burlington.org) or Bring to the Clerk's Office. Thank you  
Notice of Public Meeting – (As required by G.L. c. 30 A, c. §18-25)

DEPT./BOARD: Select Board and DEI Committee

DATE: 11 April 2022

TIME: 6:00 1 2 hours

PLACE: Main Hearing Room

DEIC mtg

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### Agenda

**Philosophy:** The Select Board and the Diversity, Equity, and Inclusion (DEI) Committee believe that all the people who share this planet are diverse, equal, and deserving of inclusion. We want to stive toward a community where education, health care, housing, jobs and careers, voting, and security from government, military, and the police are equitable and inclusive for all. Given this philosophy, the Select Board and the DEI Committee focus on Diversity, Equity, and Inclusion for all the people who reside in the Town of Burlington Massachusetts.

The Select Board and the DEI Committee believe Diversity, Equity, and Inclusion are defined as:

**Diversity** -- variety, assortment, multiplicity, mixture. Antonym – uniformity

Legal definitions for Ethnicity / Race:

- African American / Black
- Asian American
- Hawaiian / Pacific Islander
- Hispanic / Latin
- Indigenous Native Americans / Alaskan Naïve
- Two or more races

Compare the results:

- Total People of Color (POC) percent
- Caucasian percent

**Equity** – fairness, impartiality, justice, fair play. Antonym -- injustice

**Inclusion** – addition, enclosure, insertion, attachment. Antonym – absence, exclusion

The Select Board should discuss and vote on the definitions for diversity, equity, and inclusion.





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### Select Board Mission Statement:

The Select Board is an elected body of five (5) members and comprises the Chief Executive Branch of the local government. The mission statement for this Board is as follows:

- To provide services that promote the health and safety of residents and a high quality of life, while preserving and protecting the natural resources of the Town.
- To foster high standards of public service and effective cooperation among Town employees by providing a supportive work environment and competitive compensation, by recognizing excellent performance, and being responsive to the needs and interest of Town employees.
- To continue to provide pro-active support and cooperation in pursuit of high-quality education programs and services in the Town.
- To provide services as economically as possible so that living or doing business in the community remains affordable, while preserving something close to the current balance of reliance on residential and commercial property.
- To create a sense of community within the Town (to develop the "soul" of the community), while recognizing the "mixed" diverse nature of the community.
- To support a strong economic base through effective land use planning

### Select Board Mission Statement: **DRAFT:**

The Select Board is an elected body of five (5) members and comprises the Chief Executive Branch of the local government. The mission statement for this Board is to::

- **Create a sense of community within the Town of Burlington to embrace and engage in Diversity, Equity, and Inclusion so that the "soul" of the community is to accept who we are and support our efforts to succeed in how we live in the diverse nature of the Town;**
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- **Provide services that promote the health and safety of residents and a high quality of life, while preserving and protecting the natural resources of the Town;**
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- **Foster high standards of public service and effective cooperation among Town employees by providing a supportive work environment and competitive compensation by recognizing excellent performance, and being responsive to the needs and interest of Town employees;**
- **Continue to provide pro-active support and cooperation in pursuit of high-quality education programs and services in the Town;**
- **Provide services as economically as possible so that living or doing business in the community remains affordable, while preserving something close to the current balance of reliance on residential and commercial property;**
- 
- **Create a sense of community within the Town (to develop the "soul" of the community), while recognizing the "mixed" diverse nature of the community; **and****
- 
- **Support a strong economic base through effective land use planning.**

The Select Board should discuss and vote on the revised language in the Mission Statement.

