

**2019 04 25 Personnel Subcommittee Report on W.A. 29  
Resolution to Encourage Brookline Town Meeting to Pursue  
Representativeness Among its Membership**

The Personnel Subcommittee of the Advisory Committee held a public meeting on April 25, 2019 at 6:00 p.m. to re-consider Warrant Article 29: Resolution to encourage Brookline Town Meeting to pursue representativeness among its membership. In attendance were subcommittee members Janet Gelbart, Carol Caro, and Christine Westphal; and petitioner Mariah Nobrega (AC, TMM 4).

Discussion

At its meeting on April 3, the Advisory Committee discussed WA 29 and referred it back to the subcommittee for revision. Both the subcommittee chair and the petitioner solicited written comments from AC members to facilitate the re-write process. Comments from various AC members were compiled into one document as a basis for discussion and circulated among the subcommittee members and the petitioner. The petitioner then crafted a new version (WA 29 v.2) which has been approved by the Moderator. Both documents are attached for reference.

The petitioner indicated she had circulated her re-write to the AC members who had provided written comments and all but one replied. Since the objections to the original version were largely overcome by the petitioner's revisions, the subcommittee did no further analysis of the differences between the individual comments. The subcommittee made some minor changes to WA 29 v.2 eliminating the term "Brookline Protected classes" wherever it appeared. These changes are incorporated into the attached redline (WA 29 v.2). The petitioner is considering whether to agree to those changes or suggest alternate language when the full Advisory Committee revisits the WA on April 30.

Vote

By a vote of 3-0-0, the subcommittee recommends favorable action on WA 29 v.2 as amended by the subcommittee, shown below.

To see if the Town will vote to adopt the following Resolution:

**RESOLUTION TO ENCOURAGE BROOKLINE'S TOWN MEETING TO  
SUPPORT DIVERSITY AND INCLUSION AMONG ITS MEMBERSHIP**

WHEREAS, the Town of Brookline, Massachusetts (the Town) has a proclaimed public policy to improve diversity, inclusion, and community relations; and

WHEREAS, in Town Bylaw 3.14, which defines both the Commission and the Office for Diversity, Inclusion and Community Relations (CDICR/ODICR), says that (bold emphasis added) "the Town believes that inclusion will provide opportunities and incentives to all who touch Brookline to offer their energy, creativity, knowledge, and experiences to the community and to all civic engagements, **including town government**; and that inclusion is, therefore, a critically important government interest of

the Town”; and further defines inclusion as “actively pursuing goals of including, integrating, engaging, and welcoming into the community all persons who come in contact with the Town **regardless of their race, color, ethnicity, gender, sexual orientation, gender identity or expression, disability, age, religion, creed, ancestry, national origin, military or veteran status, genetic information, marital status, receipt of public benefits (including housing subsidies), or family status (e.g. because one has or doesn't have children)**”; and

WHEREAS, in March 2017 the Town became a core member of the Government Alliance on Race and Equity (GARE), a national network of local governments working to achieve racial equity and advance opportunity for all; and GARE activities are commendable but are focused on town department practices, not town elected bodies; and

WHEREAS, a fall 2018 ODICR survey of diversity on Town Commissions, Committees, and Boards, including Town Meeting, found that these bodies are not demographically inclusive or representative of the town overall, and;

WHEREAS, ODICR is seeking ways to close this inclusion gap but cannot do so unilaterally; and,

THEREFORE, BE IT RESOLVED that Town Meeting Members should encourage and support residents who belong to one or more underrepresented groups to run for Town Meeting and/or to apply to serve on Town Commissions, Committees, and Boards, so as to build inclusion in town elected and appointed bodies with the goal of Town Meeting and Town Commissions, Committees, and Boards more closely reflecting the community: and

BE IT FURTHER RESOLVED that Town Meeting urges the Moderator to consider inclusivity as an important aspect of deciding membership of Advisory Committee, Moderator’s Committees, and to the extent possible, the order of speakers at Town Meeting, among other considerations, and;

BE IT FURTHER RESOLVED that Town Meeting urges the ODICR to continue to carry out a confidential annual survey of diversity to ascertain the progress made.

Or act on anything relative thereto.