

RESOLUTION NO.

**A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF SAN ANSELMO
ESTABLISHING THE RACIAL EQUITY COMMITTEE**

WHEREAS, on Tuesday, June 9, 2020, the Town Council issued a statement in support the movement currently known as “Black Lives Matter” and officially joining in the national protest of the killing of George Floyd, and urging all residents of San Anselmo to continue to work to be honest about and rectify our country’s history of racial injustice; and

WHEREAS, the Town of San Anselmo proclaims that it is committed to diversity, equity, and an atmosphere of inclusiveness and it respects the dignity of every person without regard to race, sex, religion, ancestry, national origin, immigration status, marital status, age, disability, sexual orientation, gender identity, or political affiliation. The Town denounces all hate and discrimination in any form; and

WHEREAS, in recognition of this pledge, the Town Council formed a temporary ad hoc committee on November 10, 2020, to examine issues of racial equity, social justice, systemic racial bias, and diversity in the Town; and

WHEREAS, the Town Council directed the ad hoc committee to submit a report summarizing outcomes of the committee’s efforts, along with a recommendation regarding continuing the committee’s work, to the Town Council; and

WHEREAS, the ad hoc committee presented its report to the Town Council at its meeting of June 28, 2022.

NOW, THEREFORE, BE IT HEREBY RESOLVED that the Town Council, in recognition of the progress of the Racial Equity ad hoc committee and the need for continued work on these important issues, establishes the Racial Equity committee as a standing committee of the Town as follows:

1. Name: Racial Equity Committee
2. Mission Statement:

To identify, expose, and recommend ways to overturn far-reaching and long-standing systemic and structural racist policies, behaviors and decision making in the Town of San Anselmo and our community. We will achieve social justice, racial equity, and inclusion by partnering with our community as well as other organizations to actively eliminate inequities, welcome many perspectives, and create a safe and inclusive town that works for everyone. We will educate and

activate individuals and organizations to invest in interrupting racism, bias, bigotry, and prejudice as a shared responsibility to increase the success for all groups.

3. Charge: The charge of the Racial Equity committee is to examine issues of racial equity, social justice, systemic racial bias, and diversity in the Town and to make recommendations to the Town Council related to addressing the identified issues.
4. Purpose: The purpose of the committee is to identify and address implicit biases in the Town's rules, policies, ordinances and employment practices. The committee will also explore additional opportunities to examine and/or address issues of racial equity, social justice, systemic racial bias, and diversity in the Town and develop strategies and tactics to ensure that the Town's rules, policies and laws are fair, equitably enforced and free of biases of any kind.
5. Organization:
 - a. Up to seven (7) volunteer community members, plus youth member(s), may be appointed through the process outlined below. Membership qualifications include residing or working in, attending school in, or owning a business or property in San Anselmo. The committee will include two (2) Councilmembers, with up to two (2) designated Town staff liaisons in a support/advisory capacity only.
 - b. The Committee will meet on a regular basis, as is determined by the Chairperson, who will be elected by the Committee members.
 - c. Members are expected to attend all meetings, unless prevented from doing so by a substantial reason. In the case of an absence, members shall endeavor to notify the Chairperson at least twenty-four (24) hours in advance of a meeting. Automatic removal will occur if more than three consecutive regular meetings are missed, or more than four regular meetings in six months are missed, without prior notice and substantial reason.
 - d. Members should show respect for each other and engage in the following:
 - Demonstrate a commitment to racial and social justice, with passion and energy to motivate others;
 - Possess knowledge of equity and race issues, with analytical skills for systems thinking;
 - Collaborate in working across differences and organizing for collective results;
 - Provide leadership experiences and the ability to be a visible and vocal champion for equity;
 - Utilize communication skills to be a liaison and ambassador with a variety of audiences;
 - Creatively think outside the box to craft forward-thinking, innovative strategies;

- Develop facilitation and training skills to engage in conversations about race;
 - Demonstrate humility and curiosity to continually learn and engage in self-reflection;
 - Build relationships, internally and externally, that can be leveraged to expand engagement;
 - Engage in deep, challenging, and long-term work.
- e. All Candidates will be interviewed and appointed by the Town Council.
6. Terms: Members will serve three (3) year terms, provided that the first members appointed shall serve a differing number of term lengths to accomplish a staggering of the appointment schedule so that no more than one-half of the seats shall expire in any one year.
7. Brown Act: All meetings of the Committee shall be conducted in accordance with the requirements of the Ralph M. Brown Act.

I hereby certify that the foregoing Resolution was duly passed and adopted at a regular meeting of the San Anselmo Town Council on the 28th of June, 2022, by the following vote, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

Alexis Fineman, Mayor

ATTEST:

Carla Kacmar, Town Clerk