

June 28, 2022

Dear San Anselmo Town Council Members,

I'm writing to express strong support for creating a standing Racial Equity Committee for the Town of San Anselmo. As a member of the one-year ad hoc committee, together we concluded our initial charter charge, and established the groundwork for a sustained, ongoing effort.

Specifically, regarding our charter, we identified

- a quality provider for conducting an audit of town policies, procedures, and programs with the goal of identify and eliminating any overt or hidden systemic or independent racist elements that cause harm to any member of our community; and
- an option for providing both staff and town volunteers training on diversity and racial equity.

To increase community awareness of existing racism, we

- hosted our first community event in conjunction with "United Against Hate" week;
- expressed our committee's position and frustration to the County DA and through a letter to the Marin IJ regarding racist threats received by our then-Mayor and a lack of a timely response and follow up action; and
- actively supported the county's efforts to get town residents to proactively find and change any existing racial covenants in land titles/deeds.

To create a solid foundation for an ongoing committee, we

- created a committee mission statement to guide the members' actions and commitments;
- identified the need for the newly created standing committee members to participate in a stand alone racial equity training to create a common understanding, language and shared goals;
- began establishing relations with Marin County's Racial Equity Committee to share best practices, and align and mutually support each committee's goals; and
- created three subcommittees for future community involvement: inclusivity, engagement, and growth.

As a result of our work and collective insights developed together this year, we strongly believe there's both a need and opportunity for continued work through a standing committee. We want San Anselmo to be an inclusive, inviting, and safe place for all who live and visit here. Yet we know there's work to do in understanding the experiences of a wide array of community members, what types of discrimination and racism that are persistently felt, and how we collectively can enact changes that eliminate harmful programs, policies and practices.

Thank you for your thoughtful consideration,

Heidi Weller