

## **EQUITY TASK FORCE REPORT TO THE SELECT BOARD MARCH 24, 2021**

The Natick Select Board believes in the inherent dignity of everyone who lives or spends time in Natick. In order to affirm and advance that dignity, the Select Board members voted to form a task force to develop a framework to advance equity in Natick.

It is comprised of eleven members: Jamie Errickson, Town Administrator's designee; Dorothy Blondiet, Human Resources Director; Dr. Anna Nolin, Superintendent of Schools; Nora Elbasha, School Committee designee; Karen Adelman-Foster and Sue Salamoff, Select Board members and five Citizens at Large Guimel DeCarvalho, Eric Nguyen, Dr. Tina Opie, Dr. Marilyn Park and Christine Robinson.

The purpose of the task force is to recommend to the Select Board the mission, scope, charge composition, term of service and authority of a town entity in the Natick community and town government, and to recommend a set of responsibilities for any professional staff needed to help the town pursue this aim. The task force will work with a professional consultant the town will, if feasible engage for the purpose.

The task force met in November and December establishing norms and practices to work in a public setting on sensitive issues during a tense national political environment. The task force recognized the need to have some training on the Open Meeting Law and how to gather information in general and from those who want to remain anonymous.

In 2021 the task force decided to divide the research work to tackle the major areas of data collection. The following subcommittees were appointed: Natick Town Government and Community Research, Municipal Governments Research and Natick Schools Research. Each subcommittee will develop the questions needed to be answered to address the overall charge as to what type of entity would advance equity in Natick. The Task Force may determine that additional questions should be asked to gather the necessary information.

The Task Force has determined that support from a professional consultant is needed. Each subcommittee will recommend to the task force what research the group can undertake and what work may require consultant support. \$50,000 has been included in the Select Board budget by the town administration for FY22

The Equity Task Force is proceeding with its work and looks forward to its outreach work in Natick and the other municipalities.

Sue Salamoff, Chair