

June 2020 Recommendations to the Select Board

1. Create and fund the position Diversity Officer who would be tasked with being the point person on issues of diversity throughout the town and regularly liaison with the LHRC. The Diversity Officer would help our town departments set and meet goals to increase the diversity of town employees who are hired and promoted. In addition, that person and the diversity office would work to improve access to services and contracts for sectors of our community. The specific details of this position would be worked out between the SB, LHRC and the Town Manager. This person could serve on the Town side as a resource for citizens, committees, boards, and staff. Measure, track, and report progress on goals on a quarterly basis.
2. Form an ad hoc committee/task force (including members from LHRC, ABCL, other cultural groups, SB, LPD) and other to work with an outside consultant to develop a racial diversity improvement plan to increase the ethnic and racial diversity at the executive levels of town government. This plan should have public, measurable quarterly, annual and long-term goals. Lexington needs to have diversity, including visible diversity at executive level of town positions so that there is at least some hope to attract a more diverse applicant pool for town employee position. While Town Meeting has some diversity, there is very little diversity within our current town employee pool. Measure, track, and report progress on goals on a quarterly basis.
3. If the Town or any member of town government (e.g. SB, SC Town Meeting Member) hears a human rights /civil rights related concern, it should be communicated directly to the Lexington Human Rights Committee (LHRC) or at least the chair, depending on the sensitivity of the concern. There can be discussion as to next steps including appropriate investigations and documentation.
4. Provide \$3,000 annually for programming and training from outside resources, e.g. MCAD. The LHRC, has done programming including some with professional speakers and also will be offering Active Bystander Training in the summer which costs money.
5. Schedule quarterly meetings between LHRC Officers and SB liaison to discuss any outstanding issues.
6. It is recommended that ALL those elected and /or serving on any town board or committee should have unconscious and/or anti-bias training. This should ideally be done prior to serving or within 6 months of election or appointment. The anti-bias training must be done by a qualified trainer who is NOT living in or working for the Town of Lexington (to eliminate any

bias from within Lexington). There would be a public posting stating which elected officials had taken this training.

7. Provide funding to purchase or develop a system (vetted by Town Counsel) for safe, anonymous reporting of human rights/civil rights issues.
8. Change the Lexington Human Rights Committee to the Lexington Human Rights Commission to be in line with comparable towns and also to communicate that Lexington takes Human Rights seriously.
9. Create a Policing in Lexington for the 21st Century Task Force. This task force would include representatives from LPD, SB, LHRC, COD, ABCL, with one of the goals being to restart the Police Policy Manual Committee. This committee's work would be in part to review the Police Policy Manual and practices on a regular basis and to report its findings to the Select Board in writing and in a public forum on an annual basis.