

## RESOLUTION NO.

### A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF SAN ANSELMO FORMING THE RACIAL EQUITY AD HOC 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 citizens of San Anselmo to continue to work to be honest about and rectify our country’s history of racial injustice, and

**WHEREAS**, in recognition of this pledge, the Town Council desires to form an ad hoc committee to examine issues of racial equity, social justice, systemic racial bias, and diversity in the Town; and

**NOW, THEREFORE, BE IT HEREBY RESOLVED**, that the Town Council establishes the goals and objectives of the committee as follows:

1. Name: Racial Equity Ad Hoc Committee
2. Charge: The charge of the Racial Equity Ad Hoc Committee is to examine issues of racial equity, social justice, systemic racial bias, and diversity in Town and to make recommendations to the Town Council on how to best advance equity in all Town departments and operationalize equitable polices, programs and procedures within Town government.
3. Purpose: The purpose of the committee is to ensure that Town policies, programs, procedures and laws are not racist, are free of implicit biases, and that laws are fair and equitably enforced. The committee will also explore additional opportunities to build awareness, solutions and leadership for racial equity, social justice, systemic racial bias, and diversity for Town staff and the wider community.
4. Goals and Objectives: With the goal of building an inclusive, vibrant and equitable community the committee will:
  - a. Conduct an audit of the Town’s policies, programs, procedures and laws to be sure that they are fair, equitable and free of biases of any kind.
  - b. Explore options and implement anti-bias, racial equity and other appropriate training for staff.
  - c. Explore additional opportunities to improve Town government policies, practices and programs to address racial equity, social justice, systemic racial bias, and diversity issues.

5. Organization:

Up to seven (7) volunteer community members, appointment process outlined below. Membership qualifications include residing or working in, or owning a business or property in San Anselmo. The committee will include two (2) Councilmembers, with two (2) designated Town staff liaisons (Assistant Town Manager and Planning Director) in a support/advisory capacity only.

6. Committee Appointments: Seats on the committee will be chosen as follows:

- a. The community seats on the committee will be advertised in the local media, on the Town website and in the Town newsletter and to local employers.
- b. All candidates will be initially interviewed by the Ad Hoc Committee's Town Council liaisons.
- c. The Council liaisons will establish a list of up to ten (10) candidates to be interviewed and appointed to the committee by the Town Council.

7. Term: The committee members will serve for an initial one-year term following the seating of the full committee. Upon completion of the initial term, the committee will submit a report summarizing outcomes of the committee's efforts, along with a recommendation regarding the continuation the committee's work, to the Town Council.

8. Brown Act: All meetings of the Commission shall be held in compliance with the 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 10<sup>th</sup> day of November, 2020 by the following vote, to wit:

AYES:

NOES:

ABSENT:

ABSTAIN:

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Ford Greene, Mayor

ATTEST:

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Carla Kacmar, Town Clerk