



TOWN OF MAYNARD
OFFICE OF THE TOWN ADMINISTRATOR

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MEMORANDUM

To: Board of Selectmen
From: Gregory W. Johnson, Town Administrator
Date: August 27, 2019
Re: Consider establishment and charge for a Maynard Human Relations Committee

In consideration of a proposed citizens' petition of a recommendation to the Board of Selectmen to adopt regulations that reflect a "Welcoming Maynard" policy, a group may be appointed to advise the Board of Selectmen and all public officials in the development and communication of related policies and procedures.

The following outline for such a group was originally drafted in 2017 in response to dialogue of similar current public concerns:

Preamble:

The Maynard Police Department is Maynard's leading agency for ensuring the safety and security of residents and visitors. We are asking for a leadership role in helping Maynard embrace our community's diversity and ever changing demographics. Respect for the rule of law and positive relationships between all people will help establish Maynard as a model in community relations.

Purpose:

To promote human rights, personal dignity and positive relations between all residents and visitors to the Town of Maynard.

Discussion:

Our place in this community gives police officers a unique perspective about the challenges being faced by individuals and families who see themselves, or are viewed by others, as being "different".

For example: We have met with two separate citizen groups to discuss bias, racism, and fear some groups have about reporting crimes because they are categorized as being "different". It is this lack of communication that creates a barrier of mistrust, misunderstanding and potentially creates conflict. It is in the spirit of preventing and avoiding conflict and opening the lines of communication that we put this proposal forward.

Name of Committee:

There shall be a committee called the "Maynard Human Relations Committee".

Appointment of Committee Members:

The Board of Selectmen shall appoint no less than five voting members to this Committee subject to reappointment every two years. These appointees shall not be compensated and shall represent the diversity of the community. There shall also be an unlimited number of affiliate members based on community interest.

Regular Meetings:

Regular meetings shall be held and the meeting schedule adjusted according to the wishes of the voting membership. These meetings may be monthly, every other month, or otherwise.

Quorum of Members:

A quorum shall be no less than half of the official number of voting appointees.

Votes:

Each member present shall have a vote.

Mission Statement:

The Committee shall invite individuals, groups, and organizations in Maynard to:

- a. Cultivate a community-wide climate that promotes mutual understanding, mutual respect and human dignity.
- b. Educate ourselves about the dehumanizing impact of prejudicial attitudes in an effort to avoid their harmful affect in our community.
- c. Promote community policies and practices that encourage equal opportunity and equal responsibility for all people.
- d. Publicly challenge any practices in our community that represent prejudice, intolerance, harassment, or discrimination.

Accomplishing the Mission:

The Committee shall:

- a. Work with the residents, advocates, civic groups, local government, business groups, school personnel, clergy and others to educate ourselves about the issue of diversity and to embrace the diverse face of our community.
- b. Actively pursue prevention of prejudice, intolerance, harassment, and discrimination through public discourse, media exposure, and community action on these issues.

Education and Prevention:

All participating members of this Committee shall play an active part in the education and prevention role of this Committee.

Committee Members:

In making appointments to the Committee, the Board of Selectmen shall attempt to have the Committee reflect the diversity represented in the Town at large. It is encouraged that membership represent the Board of Selectmen, Police Department, School Department, the business community, and the clergy.

Minutes:

Minutes of all meetings shall be maintained by the Committee.