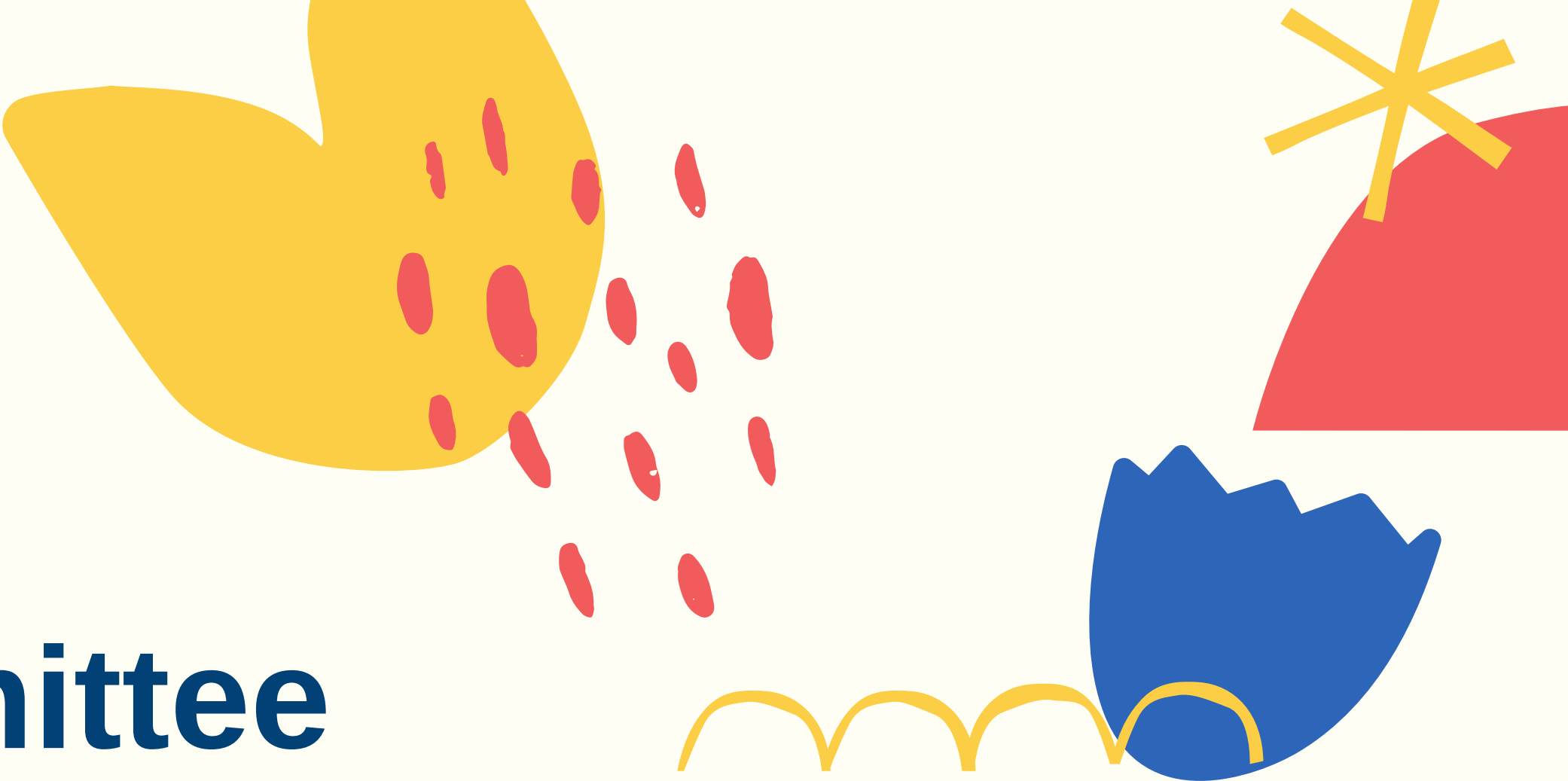


Cape Elizabeth Ad Hoc Civil Rights Committee

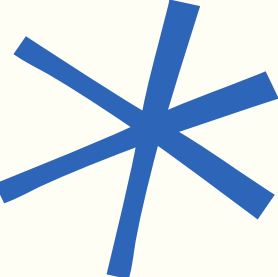
PRESENTATION TO THE TOWN COUNCIL
MARCH 8, 2021



Our Purpose:

The committee shall be an ad hoc committee which shall identify and review policies in town government, services and municipal departments that contribute to systemic and structural racism, making recommendations for policies to promote greater equity and inclusion.

- Cape Elizabeth Town Council, July 20, 2020



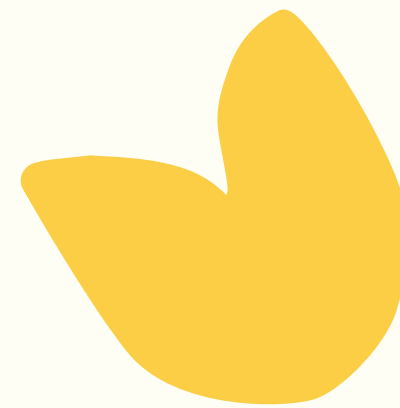
Our Charge:



The Civil Rights Committee is specifically charged with the following:

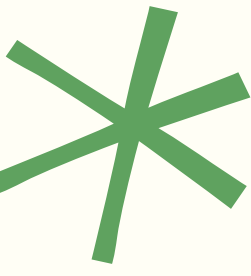
1. To prepare within three (3) months from the first meeting of the Civil Rights Committee a draft standing committee charge for town council consideration.
2. Assess immediate actions and advise the town council on issues of racism and inequality in Cape Elizabeth.

- Cape Elizabeth Town Council, July 20, 2020





Our Work So Far



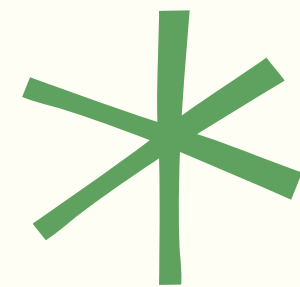
The committee began by:

- Developing a framework assessing town policies for diversity, equity and inclusion
- Brainstorming possible engagement and educational opportunities for the community
- Drafting a charge for a proposed standing committee



Framework for Assessing Town of Cape Elizabeth Policies for Diversity, Equity, and Inclusion

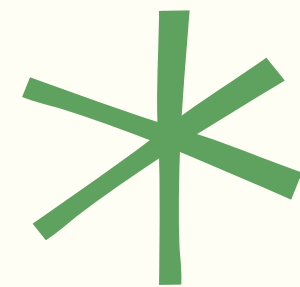
1. Determine department and policies to evaluate
2. Determine purpose of policy and impact on community
3. Provide recommendations/changes to policy if needed
4. Draft recommendations and report to committee
5. Report completed information to Town Council





We will be looking at:

- The equity areas that a policy primarily impacts, such as housing, employment, and opportunities within the community.
- Any unintended or potentially unintended consequences of the policy.
- Any harm that has been or could be caused by the policy.

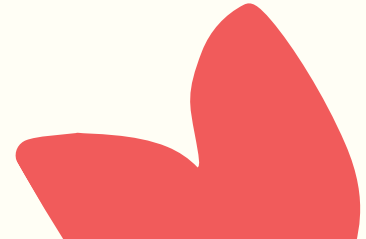




Definitions

This framework includes a set of working definitions for concepts and terminology in order to create common understanding and consistency.

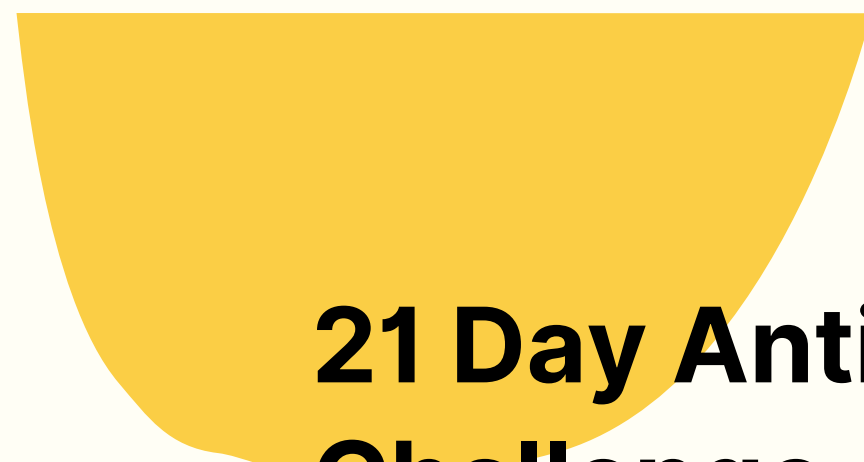
These terms include:

- Diversity
 - Equity
 - Inclusion
 - Equality
 - Antiracism
 - Discrimination
 - Structural racism
 - Institutional racism
 - Systemic racism
- 



Engagement and educational opportunities for the community

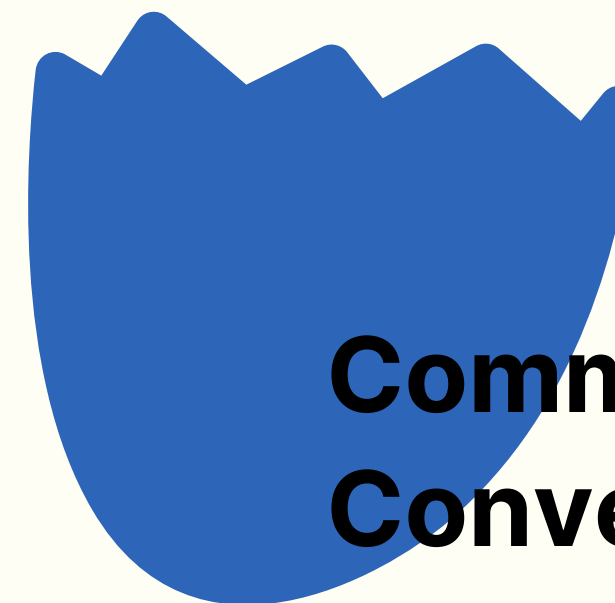
We have identified the following opportunities we would love to pursue:



21 Day Antiracism Challenge



Sister City Partnerships



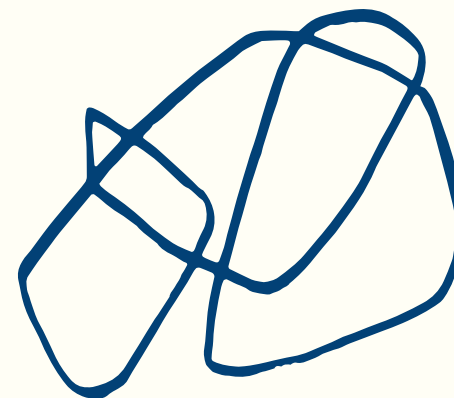
Community Conversations



Charge for a Proposed Standing Committee


We propose that the Ad Hoc Cape Elizabeth Civil Rights Committee become a Permanent Committee called the **Cape Elizabeth Diversity, Equity and Inclusion Committee (CEDEIC)** to serve as a bridge between the Town and the community in order to celebrate and advocate for diversity, equity, and inclusion (DEI.)

The Committee shall promote education and training; increase community engagement; and review Town policies and provide policy recommendations.






Duties

- Advise the Town Council on Policies and Practices to Promote DEI
 - Review policies and practices of Town departments and make recommendations to promote antiracism, equity and inclusion.
 - Advocate for DEI with respect to housing, transportation, public accommodation, and access to Town services.
- 




Duties

- Education
 - Develop programs, events and initiatives to promote diversity, inclusion, awareness and anti-racism in our community.
 - Provide ongoing guidance on approaches for training Town officials and employees in order to eliminate explicit and implicit bias.
- 



Duties

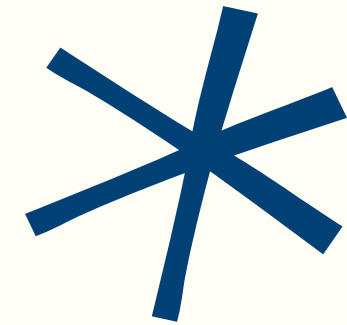
- Community Awareness and Engagement
 - Create tools such as surveys in order to better understand community views and concerns about DEI.
 - Create campaigns that promote Cape Elizabeth as a Town that is a welcoming and respectful place to live, work, and visit.
- 



Thank you for your time!



Our Committee



Keyla Alston-Griffin, co-chair

Rachel Davis, secretary, staff representative

Valerie Deveraux, Town Council representative

Dheeraj Khare

Miriam Esch Levanos, student representative

Kimberly Monaghan

Jim Sparks

Melanie Thomas, co-chair

Rafina Young





Questions?



Comments?



Feedback?

