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**CHAPTER 4,
BOARDS AND COMMITTEES**
(amended eff. 9-10-2018, 3-8-2021)

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SEC. 4-1-7. Establishment of Standing Boards and Committees. The following standing boards and committees are established. The Town Council shall appoint members with staggered terms of 3 years. Board and committee members are limited to serve no more than 3 consecutive terms without a break in membership. In addition to the responsibilities described below, boards and committees shall provide recommendations and policy changes as the Town Council may require from time to time.

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D. Diversity, Equity and Inclusion Committee

1. Membership. The Diversity, Equity and Inclusion Committee shall consist of ten (10) members. Two members shall be student representatives from Cape Elizabeth High School and/or Cape Elizabeth Middle School. One member shall be a town councilor who shall serve as a non-voting ex-officio member.
2. Purpose. The purpose of the Diversity, Equity and Inclusion Committee shall be to serve as a bridge between town government and the community to celebrate and advocate for diversity, equity and inclusion.
3. Duties.
 - a. Advise the Town Council on policies and practices to promote diversity, equity and inclusion. This shall include but not be limited to review of policies and practices of town departments and recommendations to promote anti-racism, equity and inclusion.
 - b. Educate the community by developing programs, events and initiatives to promote diversity, inclusion awareness and anti-racism and provide ongoing guidance on approaches for training town officials and employees in order to eliminate explicit and implicit bias.
 - c. Elevate community awareness and engagement by creating tools such as surveys in order to better understand community view and concerns about diversity, equity and inclusion and campaigns that promote Cape Elizabeth as a town that is a welcoming and respectful place to live, work and visit.

Reletter following paragraphs in alphabetical order