

IDEAA (Inclusion, Diversity, Equity, Anti-racism, and Awareness) Committee.

1. Membership. The IDEAA Committee shall consist of seven (7) members. Five of the members would be Cape Elizabeth residents, up to two student representatives, one school board member, and one town council member.
2. Purpose. The IDEAA Committee will be an ad-hoc committee to report back to the Town Council within 12 months. The purpose of the Committee shall be to review policies that contribute to systemic racism, make recommendations for policies to promote greater equity and inclusion, draft procedures and provide training that promote diversity, review the Comprehensive Plan to support diversity in housing and transportation.
3. Duties. The IDEAA Committee shall have the following duties:
 - a. Interface and explore opportunities for collaboration with the committee created by the School Board.
 - b. Make recommendation on establishment as a standing committee.
 - c. Advise the town council on issues of potential racism and inequality.
 - d. Seek advice on best practices on inclusivity and equity from other communities in the region and from around the country.
 - e. Provide report(s) and recommendations for improvement. Review policies and services that identify racism and anti-racism.
 - f. Review and make recommendations to the town council on where there are opportunities for policy changes.
 - g. Objectively review municipal departments, including housing, working with representatives of those departments, as well as seeking opinions from the community on what needs to be improved or added to every major component of public services.
 - h. Explore community outreach to engage the community and receive input on racism and inclusivity.