

WHEREAS, Marlborough residents **value**:

1. Life in this small town that has a strong sense of community.
2. Natural environmental resources and features that are key community assets that contribute to the overall quality of life enjoyed by Marlborough residents.
3. Education, as demonstrated by its strong commitment to the excellence of its school system.
4. Its public safety provided by the ambulance service, fire department, police services, and its many community volunteers; and

WHEREAS, the future prosperity, sustainability and wellbeing of the Town of Marlborough depends upon Marlborough promoting and maintaining an equitable and welcoming community for all residents and visitors, regardless of their race, ethnicity, gender, age, sexual preference, religion, physical or mental conditions; socioeconomic conditions, and so on. Henceforth, we refer to individuals regardless of these characteristics as "ALL"; and

WHEREAS, the Town of Marlborough **believes** that:

1. There is no room for bias, racism, bigotry, prejudice or violence in our Town.
2. It is important to foster an environment that is welcoming and that strives to be equitable for ALL residents.
3. Greater diversity results in a more inclusive, engaged, and safer community and stronger civic culture; individual differences should be embraced and welcomed.
4. Diverse voices engaged in civil discourse strengthen decision-making, and enrich civic engagement and community life; and

WHEREAS, the Town of Marlborough **aspires to** foster a sustainable community that is diverse, equitable, and inclusive by:

1. Maintaining its small-town vitality and local-business-friendly environment, preserving its open spaces and natural resources, and acknowledging its historical roots.
2. Expanding the population's participation of underrepresented groups in town government, in which diverse points of view are welcomed and valued.
3. Supporting local legislation and ordinances that allow for a planning process for affordable housing that listens to ALL voices.
4. Fostering a civic culture that provides the equitable respect, belonging and treatment of ALL citizens, students, employees and visitors by its populace, government, schools, businesses and organizations.
5. Supporting the Boards of Education's equity and inclusion policies and their efforts to create a learning environment in which every student is supported, valued and safe; and

WHEREAS, the **challenges** to achieving the Town of Marlborough's aspiration to foster a more diverse, equitable, and inclusive community, if left unaddressed, may result in unintended **consequences**, such as:

1. Vacancies on municipal boards, commissions, and committees and the difficulty of recruiting new people to fill those vacancies can limit the diversity of viewpoints and representation.
2. The high cost of housing can be a barrier for low-to-moderate-income renters and newcomers, as well as residents who want to remain in their homes or downsize.
3. The district's minimally diverse student, faculty, and staff population can limit opportunities for students to learn in an environment that prepares them to interact in diverse populations beyond Marlborough.
4. The unavailability of lower-cost options for food and other products, services, etc., (businesses) keep the tax burden on homeowners and create obstacles for low-to-moderate-income newcomers and the residents on fixed income.

NOW, THEREFORE, BE IT RESOLVED THAT THE TOWN OF MARLBOROUGH WILL STRIVE TO:

1. Increase civic engagement by continuing to pursue new strategies for attracting motivated and diverse voices to its boards, commissions, and committees; and by exploring ways to work with the Boards of Education to expose young people to civic service.
2. Increase availability and affordability of housing options by continuing to work to meet housing goals and to follow up on the recommendations of Marlborough 2022 - 2027 Sustainable Housing Plan.
3. Provide an educational experience at RHAM and Marlborough Elementary School that affords every student opportunities to develop the knowledge, skills, and abilities to think critically, communicate effectively, and contribute productively while demonstrating respect for, and kindness towards one another.
4. Provide ALL children and adults within the Marlborough Public Schools equitable access to high-quality curriculum, instruction, support, and other educational resources so that each can achieve academic, social, and emotional success.
5. Condemn efforts to divide and instill fear in our community based on individuals' characteristics and foster and maintain a safe environment of respect and inclusion for ALL of our residents, employees, and visitors to our community.
6. Educate our residents, employees, and visitors to be social justice advocates, creatively providing curricula, programs, and environments that reflect the diversity of our community, and elevate cultural awareness.
7. Ensure fair and inclusive access to our facilities, programs, resources, and services, and ensure that all of our policies and practices are inclusive and equitable including the Annual Town Budget.

8. Advance and build our workforce by assessing hiring practices and performance review procedures to attract, retain, and develop talented employees and staff from diverse backgrounds.
9. Continuing to support Marlborough Youth Athletic League mission to bring sports opportunities to all children.
10. Ensure that the appropriate Boards & Commissions prioritize matching businesses, services and transportation with Town's current and trending demographics.

Be it further **RESOLVED** that ALL Residents of Marlborough are hereby charged to work for as long as necessary, with the Board of Selectmen and other Town organizations, to accomplish the following:

- Welcome ALL residents to voice their concerns and to come together to create positive changes in our Town.
- Work together with ALL residents to address any racism, bias, bigotry, prejudice and violence that happens here in our Town.
- Commit to the protection of ALL current and future residents with special consideration for marginalized communities.
- Help the Town to recruit and appoint a diverse and inclusive workforce and volunteers to run our town.
- Establish a vision for all municipal processes that will address, correct and prevent any past, current or future inequities of our residents.
- Enhance the strong sense of community Marlborough offers.

We define Diversity, Equity & Inclusion as follows:

Diversity is defined as the entire range of human differences that includes, but is not limited to race, ethnicity, gender, gender identity and expression, sexual orientation, age, socioeconomic status, religious affiliation, and national origin. (Annie E Casey Foundation, 2020)

The concept of **Equity** is synonymous with fairness and justice. It is helpful to think of equity as not simply a desired state of affairs or a lofty value. To be achieved and sustained, equity needs to be thought of as a structural and systemic concept. (Annie E Casey Foundation, 2020)

Equity is the process organizations or groups undergo to ensure all people, including those from disadvantaged or marginalized groups can achieve, grow, and otherwise add to the mission or goal (Resolution No. 3459 A Resolution Establishing City of Gresham Diversity Equity and Inclusion (DEI) <https://greshamoregon.gov/WorkArea/DownloadAsset.aspx?id=12634>)

Inclusion puts the concept of diversity into action by creating an environment of involvement, respect, and connection. More than simply diversity and numerical representation, inclusion involves authentic and empowered participation and a true sense of belonging. (Annie E Casey Foundation, 2020)

THE INTENT IS THAT THIS EQUITY STATEMENT EVOLVE WITH CHANGING PRIORITIES, EMERGING CHALLENGES, AND PUBLIC INPUT.