

“There are several initiatives that we are pursuing to make the Town of Brookline a more welcoming place to visit, to work and to play, including:

#### I. Town-Based Discrimination Complaint Process

The creation of a Complaint Process that allows Town employees, community members, and others that feel they were discriminated against in Brookline to address their concerns. The process is being finalized so that it can be included in 2022 spring Town Meeting Warrant. The goal is to modify the current Commission for Diversity, Inclusion and Community Relations by-law 3.14, in particular the section that sets forth the current complaint process. The suggested modifications include:

- Deadlines for investigation and other complaint process procedures.
- Establishment of a Compliant Review Board.
- Authorization for Subpoena Power.
- Power to levy fines.

#### II. Town Racial Equity Work

Following the Town’s participation in the Government Alliance for Racial Equity (GARE) training, the Town hired a Racial Equity consultant to conduct a racial equity audit. The audit examined each Town department through a race equity lens, which has led to the establishment of racial equity goals for each department, specifically for these areas:

- Employment:
  - o Increase racial diversity in the workforce.
  - o Retaining a diverse workforce.
  - o Inclusive workplace culture.
  - o Career development/advancement.
  - o Anti-discrimination training/and policy enforcement.
  - o Reviewing job description/hiring processes to remove items that are not necessary for the position.
- Service delivery:
  - o Making efforts to diversify service contracts and attempting to use small businesses for some contracts.
  - o Using databases to encourage and to assist small businesses to apply for Town contracts.
  - o Using the same database to provide data regarding the Town’s performance in increasing BIPOC participation in the contracting process.
  - o Creation of a small business directory that emphasizes Brookline-based businesses owned or operated by historically marginalized groups.

- o Continuing preparation to complete a regional and local disparity study on the use of BIPOC businesses. The results of the study will aid in advancing more aggressive (and legal) strategies to increase diversity with Town contracts.
- Procurement
  - o Discussions about encouraging departments to use small businesses for some Town materials and to unbundle orders that typically go to large companies.
- Stakeholder engagement
  - o Provide opportunities to have the public and staff share ideas on Town projects, policy development and services.

### III. Community Engagement Work

The Town also seeks to strengthen its community engagement through:

- The creation of a Community Engagement Plan and Committee that will focus on strategies to stimulate engagement with the Community with an emphasis on historically marginalized groups.
- The creation and hiring of a Community Engagement Strategist. The strategist will provide oversight on the Community Engagement Plan for the Town. The strategist will also consult departments and community entities in implementing strategies.

### IV. Town Investments

In conjunction with the Brookline Community Fund, the Town has invested \$500,000 dollars into a Racial Equity Advancement Fund (REAF). The fund will offer grants to individuals and institutions of color, as well as other institutions that work toward reducing racial inequities in the Brookline community. The grants can be used for a variety of programs, including business initiatives and social programs.

### V. Workplace Training

An attorney in the Town's legal department has completed the Massachusetts Commission Against Discrimination's multi-day "Train the Trainer" course, which prepares participants to deliver a thorough and interactive training designed to prevent discrimination and harassment in the workplace. This attorney will be conducting discrimination and harassment prevention training for Town department heads and managers, with the potential for expansion to all staff in the future."