

**TOWN OF HADLEY**  
**COMMITTEE FOR DIVERSITY, EQUITY AND INCLUSION**  
**MISSION STATEMENT**

FOUNDING CHAIR: Wayne Abercrombie  
FOUNDING VICE-CHAIR:  
FOUNDING SECRETARY: Mark Dunn  
FOUNDING SELECT BOARD LIASON: Christian Stanley

FOUNDING MEMBERS: Ada Bouthet (Student, Hopkins Academy), Amy Lanham (non-resident, Hopkins Representative), Joanne Goding, Devorah Jacobson, Margaret Mastrangelo, Koki Mulugeta (HES Representative), Patricia Rissmeyer, Andrea Stanley, Sarah Strong, and Kayla Werlin

ADVISERS TO THE COMMITTEE: Hadley Police Representative, Town of Hadley Human Resource Manager

The Town of Hadley Select Board is committed to diversity, equity, and inclusion. As part of its commitment to creating a more welcoming community that can serve the needs of a diverse population, it has formed the Committee For Diversity, Equity, and Inclusion (the “Committee”). The Committee shall advise and report to the Select Board on a regular annual or as-needed basis.

This Committee’s focus shall be to foster and to promote awareness of, and strategies to address issues related to anti-racism, diversity, equity, and inclusion within the Town of Hadley. To achieve these ends, the Committee shall:

- Advise, promote, and foster the development of policies, programs, and activities directed towards anti-racism, diversity, equity, and inclusion;
- Explore, develop, and recommend strategies related to issues of anti-racism, diversity, equity, and inclusion for residents and workers within the Town, including:
  - housing;
  - education;
  - public health and safety
  - community involvement;
  - access to community resources;
  - transportation;
  - other community initiatives and concerns that the Committee and Select Board deems appropriate and necessary;

- Explore, develop, and recommend strategies related to issues of anti-racism, diversity, equity, and inclusion for Town activities, including:
  - Town hiring practices;
  - recruiting for Town elected and appointed positions;
  - training, continuing education, and professional development for Town employees, and elected and appointed positions;
  - awarding of Town contracts;
  - other community initiatives and concerns that the Committee and Select Board deems appropriate and necessary;

Founding Date: August 5, 2020

Mission Statement Revision: C (2/17/2021)