



INTRODUCTION

In response to nationwide protests and discussions about diversity, equity, and inclusion, the City of Taylor initiated two events in 2020 centering around that topic. The events were well received in the community, and as a result, several residents reached out to elected officials and City leadership to request that the City continue that dialogue on an ongoing basis.

In response, the City of Taylor will be facilitating the creation of a new community-based committee of volunteers that will be tasked with promoting diversity, equity, and inclusion in the City in general, and also providing guidance for community leaders. The committee is meant to be a community-led initiative, with City staff acting only as facilitators and advisors when needed.

PURPOSE

The purpose of the Taylor Diversity, Equity and Inclusion (DEI) Committee is to ensure equitable access and inclusion of opportunities, benefits, and resources for City of Taylor residents. The Committee's charge is to create a dialogue in the City of Taylor regarding diversity, equity, and inclusion; to actively participate in developing a vision for diversity, equity, and inclusion that represents the residents of Taylor; and to make recommendations to community leaders based on this vision. While the City's elected officials are welcome and encouraged to reach out to the committee for advice and guidance, the purpose is to serve as a resource for the entire community.

GOALS

- To create a dialogue in the City of Taylor regarding diversity, equity, and inclusion in society and in leadership positions
- To serve as an advisory committee to City leadership and elected officials in the areas of diversity, equity, and inclusion
- To educate Taylor residents about issues concerning diversity, equity, and inclusion
- To serve as a catalyst for change in areas where there is a noticeable lack of diversity, equity and inclusion in the Taylor Community.

ORGANIZATION

- The committee will be made up of members of the community who are interested in the purpose and goals stated above.
- All residents will be welcome to serve on the committee. We are especially interested in the perspectives from people of color, members of the LGBTQ community, and people with disabilities. We also encourage representation from the Taylor Independent School District, religious organizations, and professionals who serve in the medical, social services, and mental health professions.
- The City of Taylor will designate a City Liaison to serve on the committee in an advisory capacity only. The City Liaison will not steer the Committee's agenda or activities, but will provide meeting

Diversity, Equity & Inclusion COMMITTEE

space for the Committee, offer advice on City rules and regulations, assist with permitting if needed, and facilitate presentations to City Council and various Boards and Commissions.

- The Committee will determine the meeting schedule, the content of each meeting, and coordinate any activities they wish to plan. The Committee will also form sub-committees as needed.
- The Committee will also designate a leader whose job will be to run the meetings and act as a spokesperson for the Committee as needed.
- The Committee will also determine the structure and rules of the committee, including the mission, vision, and rules of decorum that will guide the committee's activities.
- The City's Communications Department will provide assistance with promoting the Committee, recruiting volunteers, and assisting with the coordination of online and in-person meetings.

COMMITTEE GUIDELINES

- Committee members understand that this is a volunteer committee, and that they are not paid City employees or appointed by City Council.
- While the City can provide meeting space and basic materials (notepads, signage, etc.), any additional expenses for meetings and activities will need to be raised by the committee.
- The first meeting of the Committee will be coordinated and facilitated by the City Liaison. At the first meeting, the committee will designate a leader who will coordinate future meetings and activities and lead the meetings themselves.
- From time to time, the City may ask the committee to provide input for new initiatives and policies being considered by City Council. The City Liaison will help to facilitate this input.
- Committee members are not allowed access to secure City offices or departments without staff supervision.
- Committee members will not be given access to IT-related City programs or documents unless directly approved by both Human Resources and IT.
- Any City information learned while working with the City Liaison is to remain confidential unless otherwise notified by members of the City's Communications team.
- While Committee members may represent the committee to the media or on social media, they may not speak on behalf of the City or share sensitive City information unless otherwise instructed. Please direct any and all media inquiries to the Communications Department.

**Diversity,
Equity &
Inclusion
COMMITTEE**

PARTICIPATION FORM

Thank you for your interest! The Taylor DEI Committee is a new community-based committee of volunteers that will be tasked with promoting diversity, equity, and inclusion in the City in general, and providing guidance for community leaders. The committee is meant to be a community-led initiative.

After you fill out this form, a City Liaison will contact you with information about the first meeting of the committee and provide additional information about how to participate.

Date: _____

Name: _____

Address: _____

Mailing Address (if different from above):

Phone Number: _____ Cell Number: _____

Email Address: _____

Company or Organization Represented (optional):

What do you hope to accomplish as a member of this committee?

