

Boards and Commissions Information on Diversity, Equity, and Inclusion

How Does Equity Apply to Your Work on an Advisory Body?

Diversity, equity, and inclusion apply to our work on boards and commissions as we work to ensure that we are serving all residents of Medford. This applies in several ways including:

- Meeting dynamics
- City policies
- Service delivery outcomes
- Community representation.

Consider how your meeting dynamics can invite participation from everyone. Think about how to make sure you are hearing from residents who could be burdened, and about how to make these effects more equal. Some groups of residents have easier access to city systems than others. Consider who is left out. How could you or the City reach out to these community groups? When all communities can participate and influence City decisions, then we can achieve more equitable and sustainable results.

Themes

These can serve as a perspective to use as you review and make adjustments to your board or commission's practices.

- Meet people where they are.
- Make people feel welcome and included.
- Remove barriers to participation.
- Create tools for accountability.

Tips & Recommendations

You can apply those themes to many elements of your board or commission's work, including:

- Application processes
- Outreach
- Training
- Transparency.

Links to More Resources

The resources below contain useful tools including examples from other cities, specific action steps, and further guidance for municipal bodies.

- [Massachusetts Select Board Handbook - Mass. Municipal Association \(MMA\)](#)
- [Equity Training for Portland Advisory Bodies](#)
- [Guide for Board & Commission Inclusion](#)