

The Town of West Tisbury recognizes and values diversity as a vital characteristic of the town. Yet, this moment calls on us to state unequivocally that we stand in solidarity with Black, Brown, Indigenous, and all People of Color.

West Tisbury celebrates the diversity of the community it serves and the individuals it employs, embracing the differences in race, color, religious creed, national origin, ancestry, gender, age, handicap, gender identity, sexual orientation, and military background.

The Town of West Tisbury believes it has a responsibility to capitalize on the strength emanating from these differences and has a duty to ensure its employees, citizens, vendors and the members of the general public are treated with dignity and respect in all of their duties and dealings with the Town of West Tisbury.

The Town of West Tisbury believes a workplace that attracts and retains diverse personnel will allow it to serve its citizenry more creatively, strategically, and productively. A successful inclusion and diversity program will ensure these objectives, goals, and priorities are maintained.

We take our commitment to inclusivity seriously by:

- Committing to Equal Opportunity Employment;
- Practicing a Community Policing Model;
- Providing Translation on our website;

Still, we can do more. We can be better. There can be no complacency. No “good enough.” To that end, we pledge:

- To listen carefully and engage in conversations about race and white privilege by acknowledging the systematic racism in our culture.
- To create a Task Force Against Discrimination\*\*, who can respond to issues and concerns from the community.
- To increase our broader understanding by requiring cultural competency, trauma and anti-racism training for all staff members.
- To further develop and promote equitable hiring policies and leadership cultivation at all levels of our organization.

This is our commitment and our pledge. To listen, to engage and to be mindful in creating and maintaining a level of service that respects every person.

\*\*The Task Force Against Discrimination consists of XX members, includes a member of the clergy, a law enforcement officer, an attorney or educator, and concerned citizens appointed yearly by the Board of Selectmen. The goal is to maintain a community where all individuals are welcome regardless of race, religion, sexual orientation or ethnic background. The Task Force meets throughout the year in open sessions to discuss concerns raised by the residents of the Town and to create ongoing programs that will celebrate diversity within the Town.