

ARTICLE 16

SIXTEENTH ARTICLE

Submitted by: Select Board

To see if the Town will amend BYLAW 3.14.1 (Commission for Diversity, Equity, Inclusion and Community Relations) by changing the number of members from 15 (current bylaw) to 9 (amended bylaw) through the following revised language (deletions struck, additions in **bold**).

*(No changes to BYLAW 3.14.1 except to Section B)*

(B) The Commission.

The Commission shall consist of ~~fifteen (15)~~ **nine (9)** residents, who shall be called Commissioners. Commissioners shall be appointed by the Select Board and hold office for a period of not more than three (3) years with terms of office expiring on August 31 of an appropriate year in a staggered manner so that approximately one-third (1/3) of the terms of the Commissioners will expire each year. A Commissioner whose term is expiring is expected to submit their renewal application to the Select Board not later than August 1 of the expiration year. The term of a Commissioner who does not submit a renewal application in a timely manner shall expire on August 31 of that year. The term of a Commissioner who submits a timely renewal application shall then be extended until notified by the Town Administrator that the renewal application has been acted upon. If the application is denied, the term of that Commissioner shall expire five days after the date of the denial letter. If the application is approved, the term shall expire on August 31 of the year specified in the approval letter. The Select Board may appoint additional non-voting associate members (Section 3.1.5) as it determines to be necessary, which may include youth or persons who do not reside in Brookline but have a substantial connection to Brookline or to the Brookline Public Schools. The Select Board shall appoint the Chair of the Commission and select a member of the Select Board to serve ex officio as a non-voting member of the Commission. A quorum of the Commission shall consist of a majority of the voting members on the Commission, with a minimum of ~~six~~ **four**.

PETITIONER'S ARTICLE DESCRIPTION

The Select Board is the appointing authority for the CDEICR. The number of active members currently stands at 10, with term expiration dates as follows:

1. Aug 31, 2024
2. Nov 21, 2024
3. Sep 01, 2025
4. Nov 21, 2025
5. Nov 21, 2025

6. Nov 21, 2025
7. Nov 21, 2025
8. Aug 31, 2026
9. Aug 31, 2026
10. Sep 01, 2026

In 2023, the Select Board liaison to CDEICR was helpful in recruiting members to fill vacancies, thus bringing the commission to its current number (10). However, efforts to fill the remaining five vacancies were unproductive. The existence of the vacancies has been advertised by the Town, but without result. Five vacancies persist to this date.

This article proposes to set the number of CDEICR members at 9 rather than 15, for these reasons:

- The chronic problem of vacancies on CDEICR has resulted in disproportionate time being spent by Select Board members and staff on just one of approximately 30 boards, committees and commissions to which appointments must be made.
- Fifteen (or 10-15) is an extraordinary size of membership to pull together for periodic meetings, and sometimes results in variable CDEICR participation, thus disrupting the continuity of the commission's work from meeting to meeting.
- Quorums are not always achieved.
- Unwieldy size membership and variable attendance can also result in uneven distribution of workload ("worker bees" carrying most of the burden).
- Nine members is a generous number that will allow for Brookline's diversity to be well represented. Fifteen seats, when five are consistently vacant, creates unpredictability as to the commission's demographic balance.

#### HOW WILL THE SELECT BOARD MANAGE CDEICR'S TRANSITION TO NINE MEMBERS?

The transition to a CDEICR membership of 9 can be achieved while fully respecting the service of current members. As is Select Board practice with all boards, committees and commissions, incumbents with expiring terms who request reappointment will be "first in line" for consideration. Attendance records and evidence of significant contribution to CDEICR's attaining of established goals will weigh heavily in favor of continued service, with the Town's gratitude.

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SELECT BOARD'S RECOMMENDATION

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ADVISORY COMMITTEE'S RECOMMENDATION

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