

## Town of Harvard Select Board Diversity Statement

The Select Board of the Town of Harvard states our unequivocal belief in the value of diversity in our community. The collective make-up of our residents, bringing together each person's unique combination of race, color, religious creed, national origin, ancestry, gender, age, economic status, disability, gender identity and sexual orientation, creates a beautiful mosaic that displays our unyielding desire to be a welcoming, tolerant and thriving community for all.

The voices and actions of bigotry, prejudice and hatred have no place here. We believe there is much work to do as a community and as a country to understand, confront and heal prejudices. There is simply no room nor time for the distractions of intolerance.

All those who come before the Town, whether a resident or not, must be treated with dignity and respect. The "customer service" provided by the Town and its employees must consistently demonstrate our commitment to understanding, tolerance and equity for all. Our standards and expectations are high and non-negotiable. We recognize there is always opportunity for improvement. The Town will make financial and time commitments to provide all Town employees and committees with relevant training and tools to attain and maintain these high standards.

Moving forward the Town will take the following specific steps to achieve and maintain our vision of *One Harvard*:

- To increase our broader understanding by providing various diversity and inclusion training for all staff members and committees. The Town HR Officer will work with the Diversity Officer in the school district to help coordinate training opportunities.
- To welcome feedback, positive or negative, on our interactions with people throughout town, and adjust accordingly.
- To revisit and revise, if necessary, our hiring practices to ensure transparency, fairness and diversity among the Town's workforce. The Town HR Officer will provide an annual summary of that year's hiring processes and outcomes to inform any ongoing changes in hiring practices.