I hereby submit an updated proposal for the establishment of an Advisory Committee to the Select Board on Equity and Justice for All, as follows:

**PROPOSAL:**

The establishment of an Advisory Committee to the Select Board on Equity and Justice for All, whose charge is (i) to review Town policies, procedures, and budgets for the purpose of advancing equity and justice for all, with a focus on eradicating from the Town of Milton oppression, racism, injustice, and violence against people of color (including without limitation immigrants of color), (ii) to report to the Select Board on the results of its work at least once each calendar quarter, and (iii) to make recommendations based on the results of such work for the consideration of the Select Board within eighteen (18) months from the date of appointment of a Chair of the Committee.

**PROPOSED MEMBERSHIP:**

Up to eleven (11) Members and two (2) Alternate Members to be appointed by the Select Board, including:

(i) one (1) of whom shall be a member of Courageous Conversations Towards Racial Justice;

(ii) one (1) of whom shall be a member of the Milton Interfaith Clergy Association; and

(iii) one (1) of whom shall be a member of Citizens For Diverse Milton.
Alternate Members shall attend meetings of the Committee but, unless substituting for a Member of the Committee as provided below, shall not participate in discussions unless called upon by the Chair and shall not vote.

In the event that a Member of the Committee is absent from a meeting, an Alternate Member shall substitute for such Member and shall participate in discussions and vote during such meeting.

Alternate Members shall substitute for absent Members during meetings on a rotating basis.

In the event that a Member of the Committee needs to be replaced, such Member shall be replaced by an Alternate Member to be appointed by the Chair.

In the event that an Alternate Member needs to be replaced, such Alternate Member shall be replaced by a new Alternate Member to be appointed by the Select Board.

Respectfully submitted,

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Michael F. Zullas
Select Board Member

Dated: August 12, 2020