

## Town of Harvard Select Board Diversity Statement

The Select Board of the Town of Harvard unequivocally believes in the value of diversity in our community. A multitude of perspectives and a variety of experiences enrich all those who reside here. We embrace all people of varying race, color, religious creed, national origin, ancestry, gender, age, economic status, physical ability, gender identity and sexual orientation. We are committed to making Harvard a welcoming, accepting, and thriving community for all – *One Harvard*.

The voices and actions of bigotry, prejudice and hatred have no place here. We believe we must work as a community and as a country to understand, confront and heal prejudices. There will be no tolerance for hate and its concomitant harms.

All those who reside in, work for, or visit the Town must be treated with dignity and respect. As the leaders of the Town, the Select Board believes it is incumbent upon Town officials and employees to lead by example. The “customer service” provided by the Town and its employees must consistently demonstrate our commitment to understanding, acceptance, and equity for all. Our expectations are high, our standards non-negotiable. We recognize there is always opportunity for improvement. The Select Board commits to providing 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 respond to public acts of prejudice or hate that may occur in town.
- To welcome feedback, positive or negative, on our interactions with people throughout town, and adjust accordingly.
- To increase our broader understanding by providing diversity and inclusion training for all staff members, departments and Town boards and committees. The Town HR Officer will work with the school district to help facilitate training opportunities. When feasible, these trainings will be open to the general public and other Town groups.
- To ensure that our hiring practices are transparent and fair, and that we seek to increase and retain 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.

The Select Board encourages all citizens of Harvard to join with us in realizing our goal of building *One Harvard*.