

Inclusion, Diversity, Equity, & Anti-Racism Committee
DRAFT Work Plan 2025 – 2026

	Description	Time Frame	Personnel Responsible	Budget	Status
Framework to be used for recruiting new Board/Committee members	Work with the Select Board, Town Moderator, and all boards/committees to communicate value of equity and importance of consistency and ensure the protocol works universally. <i>How do we reach out to encourage broad representation.</i>	Ongoing	All members – Co-chairs will organize efforts to continue meeting with boards/committees	N/A	Will be discussed at 10/8 Board/Committee Chairs meeting
Framework for onboarding of new Board/Committee members	This came up during conversations with boards about the recruitment framework. IDEA could draft a set of onboarding best practices to share with boards; get feedback – overarching ideas that are relevant to all boards; listen and learn from other boards; frequent contact. Conversations about mentoring as a practice;	Start in Fall 2025	IDEA Committee Town Staff Other boards	Implementation could have future budget implications	Will be discussed at 10/8 Board/Committee Chairs meeting
Appointed Board/Committee length of service/succession planning for leadership	Explore if there is town interest in creating a policy regarding length of service that balances value of having long-serving members with institutional knowledge with insights and perspectives of new members	Start in Fall 2025 as part of ongoing conversations with boards	IDEA Committee Other boards	N/A	Maybe this should come from the Select Board? Could just point to this as a best practice?

IDEA Principles Framework for Boards and Committees	Develop a set of questions/framework for all town boards and committees to used throughout regular work and when developing/implementing policy. Work with all boards/committees to communicate importance of the framework, gather input, and to use the input to finalize the framework. <ul style="list-style-type: none"> - Communication with the community – ways to communicate/languages - Build on work of School 	TBD	IDEA Committee Town Staff Other boards	Possible budget needed to have professional review	Reframing town work so that systems are in place to make sure we are serving most vulnerable residents Communications from schools and town are isolated from each other; how to broaden outreach. Outreach to boards about where they are and how we can be supportive. Survey and/or conversations.
Recruit IDEA Members	Continue to do community outreach; up to 3 open positions as of June 2025 Ideally, one new member would be a high school student – send out notice explicitly to all high-school aged students Candidates are interviewed/appointed by the Select Board	Fall 2025 – Spring 2026	IDEA Committee Select Board	N/A	
Event Planning	Constitution Day Event – Sept. 17, 2025 Tabling at community events: <ul style="list-style-type: none"> - PTO Back to School Picnic (9/5) - Fall Fest Trunk or Treat - State of the Town - Winter Carnival - Town Meeting 	Fall 2025 – June 2026	IDEA Events Subcommittee Full IDEA committee Town staff DEI committee	Yes	Constitution Day – COMPLETED Tabled at PTO Picnic
Other?	Training – status of staff training; training in conjunction with boards				
Collaboration with Staff Diversity Committee & LPS AIDE Committee	Establish collaboration and support between all three groups; identify collaborative opportunities	Ongoing	IDEA AIDE – Lincoln Public Schools Staff DEI group		

Develop Work Plan & Budget Proposals for FY27	Determine budget requirements for inclusion in the FY27 Town budget, e.g. funds for training staff/board/committee members, funds for hosting events, etc.	August 2025 – January 2026	IDEA Members Town Administrator Select Board		
Other Possible Work	<ul style="list-style-type: none"> - Be involved in Town Meeting Study Committee – ask TMSC to present to IDEA? - Be involved in revamp of Town website 	Ask TMSC to come to September meeting?			