

# City of Salem

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## FIRST PASSAGE

*In the year Two Thousand and Seventeen*

**An Ordinance** relative to establishing an Inclusionary Advisory Commission.

*Be it ordained by the City Council of the City of Salem, as follows:*

**Section 1.** Chapter 2- Administration is hereby amended by adding the following new Article:

### “ARTICLE XVIII. INCLUSIONARY ADVISORY COMMISSION

Sec. 2-2064. Inclusionary Advisory Commission; Creation; Composition and Term; Powers and Duties.

- (a) Creation. There is hereby established an Inclusionary Advisory Commission consisting of nine members and two alternates for the purpose of advising the Mayor and City Council on City efforts aimed at protecting the civil liberties and civil rights of all Salem residents and providing supportive services and information as necessary to communities of color, people with disabilities, women, LGBTQ residents, people of low-income, persons of differing religious beliefs or practices, and immigrants and refugees, particularly in light of potential changes in Federal government policy and operations.
- (b) Composition and Term. Commission members shall serve for a term of two years, have a principal residence within the City of Salem during his or her term and appointed as follows:
  - (1) One member of the Commission on Disabilities as designated by the Commission.
  - (2) One member of the Council on Aging as designated by the Council
  - (3) One member of the No Place for Hate Committee as designated by the Committee
  - (4) One member of the Latino Leadership Coalition as designated by the Coalition.
  - (5) One member designated by the Essex County Community Organization.
  - (6) The Police Chief or his or her designee.
  - (7) The Superintendent of Schools or his or her designee.
  - (8) Two members appointed by the City Council, one of which shall serve as an alternate.
  - (9) Two members appointed by the Mayor, one of which shall serve as an alternate.

Original appointees to the Commission shall serve for a term to expire April 30, 2018.  
Subsequent appointments shall be for a term of two years commencing May 1, 2018.

No later than the first meeting in April of the City Council's biennial year, the matter of the composition of the Inclusionary Advisory Commission shall be reviewed and voted on by the City Council.

- (c) Powers and Duties. The Commission shall meet monthly or as often as may be required to provide advice on initiatives including, but not limited to, the following:
  - 1) Developing a comprehensive public awareness effort around anti-hate speech and hate crimes, and bias-based incidents;

- 2) Collaborating with constituencies identified in section a) above, immigrant and refugee community stakeholders and community based organizations to identify priority needs and opportunities to partner within municipal activities;
- 3) Provide input into inclusivity practices of the City of Salem; and
- 4) Strengthening efforts to ensure that Salem remains an inclusive and equitable City in support of immigrants and their civil rights and civil liberties.”

Section 2. This Ordinance shall take effect as provided by City Charter

In City Council February 16, 2017

Referred to the Ad-Hoc Committee of the City Council for amending

In City Council April 27, 2017

Adopted as amended for first passage by roll call vote of 9 yeas, 2 nays, 0 absent

A motion for immediate reconsideration in the hopes it would not prevail was denied.

ATTEST:

CHERYL A. LAPOINTE  
CITY CLERK

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