

**TOWNSHIP OF MONTGOMERY  
ORDINANCE NO. 20-1647**

**AN ORDINANCE OF THE  
TOWNSHIP OF MONTGOMERY IN  
SOMERSET COUNTY, NEW  
JERSEY PROVIDING FOR THE  
CREATION OF THE INCLUSION  
AND EQUITY COMMITTEE FOR  
THE TOWNSHIP OF  
MONTGOMERY.**

**WHEREAS**, the Township of Montgomery (“Township”) prioritizes and supports inclusion and equity; and

**WHEREAS**, as stewards of the public good, we are called to embrace and celebrate our common humanity, and the inherent worth of all people. In the midst of complex issues of race, class, gender, and sexuality this will call for deeper thinking as we seek to understand each other; and

**WHEREAS**, we aim to foster a safe, positive, and nurturing environment for all; and

**WHEREAS**, the Montgomery Mosaic discussion group was set up by Montgomery community members to build bridges of understanding and to combat prejudice after a bias crime took place in Montgomery Township; and

**WHEREAS**, the Township created the “One Montgomery” ad hoc committee to help raise awareness and appreciation of diversity within the Montgomery community; and

**WHEREAS**, Montgomery Mosaic and One Montgomery have been successful initiatives and the Township now desires to create a new permanent standing committee that builds upon and expands their role; and

**WHEREAS**, more specifically, the Township desires to create an Inclusion and Equity Committee that will not only serve to advise the Township on ways to promote social and cultural diversity and harmony among the Montgomery community, but also work to foster goodwill, cooperation, and understanding among Township residents by helping to address bias based on race, creed, color, religion, national origin, ethnicity, age, sexual orientation, gender identity, or disability; and

**WHEREAS**, the Committee shall develop and implement plans and initiatives that encourage a positive and constructive dialogue within the Township, as well as initiate community-building tasks and strategies that enhance and sustain inclusion and equity; and

**WHEREAS**, the Committee shall be dedicated to build strategy and setting goals for Montgomery Township so that we ensure employees, residents, and visitors of all backgrounds and circumstances are safe, welcome, and respected and treated in an equitable manner.

**NOW, THEREFORE, BE IT ORDAINED** by the Township Committee of the Township of Montgomery in Somerset County, New Jersey as follows:

**Section 1.** The Code of the Township of Montgomery (“Code”) is hereby amended to add a new Section 2-37 to read as follows:

**§ 2-37. INCLUSION AND EQUITY COMMITTEE**

**§ 2-37.1. Creation; Members.**

There is hereby established in the Township of Montgomery an Inclusion and Equity Committee comprised of seven members appointed by the Township Committee, as follows: (a) five members who shall be residents of the Township; (b) a member of the Board of Education, or their designee; and (c) a member of the Township Committee.

**§ 2-37.2. Terms of Office.**

A. The five resident members of the committee (subsection (a) above) shall serve for a term of three years each, with the exception of the initial appointments to the

committee, which shall be comprised of two members who shall be appointed for a full term of three years, two members who shall be appointed for an initial term of two years each, and one member who shall be appointed for an initial term of one year.

B. All other members shall be appointed annually.

C. Vacancies shall be filled by appointment for the unexpired term only.

**§ 2-37.3. Duties.**

The Inclusion and Equity Committee is hereby established for the purpose of promoting community endeavors to eliminate bias, intolerance, and discrimination in the Township of Montgomery and to promote equal opportunity in social, employment, and recreational realms. The committee shall develop and recommend plans, initiatives and programs that encourage constructive dialogue within the Township about diversity, as well as initiate community-building strategies that enhance and sustain respect among different groups and people within the Township.

**§ 2-37.4. Election of Chairperson and Vice-Chairperson.**

The Inclusion and Equity Committee shall annually select its Chairperson and Vice-Chairperson from among its members and shall organize its activities with the cooperation of the Township Committee. It may select such other officers from among its members as it may deem advisable.

**§ 2-37.5. Adoption of By-Laws.**

The Inclusion and Equity may adopt its own by-laws, which shall not be inconsistent with this ordinance and/or the laws of the State of New Jersey. A quorum shall consist of at least six (3) members present at a meeting of the committee.

**Section 2. Repealer.** All ordinances and resolutions or parts thereof, inconsistent with this ordinance are hereby repealed.

**Section 3. Severability.** If any section, paragraph, subsection, clause or provision of this ordinance shall be adjudged by a court of competent jurisdiction to be invalid, such adjudication shall apply only to the section, paragraph, subsection, clause or provision so adjudged and remainder of this ordinance shall be valid and enforceable.

**Section 4. Effective Date.** This ordinance shall take effect upon final adoption and publication in accordance with law.