

MEMORANDUM

Date: January 22, 2024

To: Mayor Brian Pugh and the Croton-on-Hudson Board of Trustees

From: Cristina Alvarez-Arnold, Croton-on-Hudson Diversity & Inclusion Committee

Re: Revised Vision and Naming of D&I Committee

As you know, Croton-on-Hudson's Board of Trustees chartered the Village's Diversity and Inclusion Committee on November 5, 2018. For several years Croton's D&I Committee led programs celebrating diversity, furthering cultural awareness and understanding, and fostering a spirit of inclusion in the Village.

Since late October of 2023, the committee has been re-energized with former and new volunteer members. The team has taken this opportunity to re-envision its role. We have examined current practices of organizations engaged in similar work within municipal, educational and business environments. This research has both broadened and deepened our focus. We request that the Board consider a revised naming of the committee in recognition of its new intention. Specifically, we believe Inclusivity, Diversity, Equity and Accessibility Advisory (IDEA Advisory) best encapsulates the expanded mission of the group.

Inclusivity – We believe the Village supports its community members best when it welcomes the input of all its people, and everyone can bring their whole lived experiences to bear. Our committee aims to broaden communication among community groups, Village entities and individuals, with emphasis on amplifying marginalized voices. Our committee will also drive initiatives to increase visibility of Croton's nondiscriminatory, welcoming character.

Diversity – We recognize the variety of experiences, backgrounds and identities of the many individuals who visit, work or reside in the Village. Our committee intends to celebrate the contributions of our community's diverse make-up and promote cross-cultural understanding through support and coordination of cultural and educational programs.

Equity – The committee is dedicated to the equitable sharing of Village resources. Through research, advising and outreach, we plan to promote fair allocation of services and resources for equitable outcomes.

Accessibility – We would like to underscore the group's commitment to identifying and dismantling barriers to access services and resources.

Advisory – With an advisory mandate our committee will benefit the Village in numerous ways. We intend to provide guidance, research and outreach on IDEA issues pertinent to Croton-on-Hudson. With our focus on these issues, we will support the Board of Trustees' commitment to inclusion as stated in the Inclusivity Statement adopted on October 23, 2023.

I write this on behalf of all the committee's current members, with appreciation for their contributions: William Begeny, Luisa Godoy, Sherry Horowitz, Amy Melman, Maria Modica-Snow, Shannon Varekamp and Kenna Weiner. We look forward to the Board's response.