



**Mayoral Order, Establishing City of Lewiston
Mayoral Ad Hoc Committee on Equity and Diversity**

The Mayoral Ad Hoc Committee on Equity and Diversity is established for the purpose of advising and making recommendations to the City Council on steps to ensure the City treats all residents and visitors equally and that the City's workforce represents the diversity of our community. The committee will make recommendations to the municipal officials and key staff on policy, practice, and procedural changes to ensure that fair and equitable treatment is provided to all.

Duties. The committee shall:

1. Review the policies and procedures of the Lewiston Police Department involving the use of force and restraint in its interactions with the public and make recommendation on policy, practice, and procedural changes to ensure fair, equal, and appropriate treatment of all;
2. Review the process by which citizen complaints against police officers and other city employees are investigated and, if necessary, recommend improvements to this process to ensure that such complaints are addressed thoroughly, objectively, fairly, and in a timely manner;
3. Review the type and nature of training provided to municipal employees, including police officers, in regard to such areas as bias, equality of treatment, and crisis management/de-escalation and to identify employees or employee groups that should receive training and what that training should consist of;
4. Review the recruiting and hiring practices of the City, with special emphasis on those of the Police Department, and develop recommendations that would assist the City in better reflecting the demographic composition of the community, to include recommendations on improving outreach to elements of the community currently under-represented in the City workforce;
5. By September 30, 2020, develop and present to the City Council a plan for a permanent standing committee to continue and advance the work of this Ad-Hoc Committee;
6. To make such other recommendations the committee finds appropriate to fulfill its purpose.

Composition and Appointment

The Committee shall be composed of no more than twelve members appointed by the Mayor. The membership shall include the Mayor and three members of the City Council. The remaining members shall be broadly representative of the community, including representatives of the minority community who have shown an interest in working to advance equity and opportunity in Lewiston.

Committee Chair

The Mayor shall Co-Chair the Committee with a Chair selected by the Mayor from the community members who are not Councilors. The Chair and Co-Chair shall be responsible for coordinating the meeting schedule with the members, setting the meeting agenda, and ensuring that notice of meetings are publicly posted.

Meetings

The Committee shall establish the times and places of its meetings. Meetings shall be open to the public and notice of such meetings shall be posted by the City Clerk. The Committee may invite such others as may be knowledgeable about subjects under discussion to provide information for its consideration.

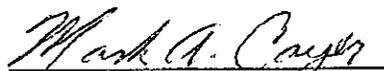
Staff Support

The City Administrator or designee shall be responsible for providing staff support to the Committee.

Term

The term of the Committee and its members shall expire on September 31, 2020 unless otherwise extended by the Mayor. If extended, the Mayor shall appoint members to the Committee, which may include individuals who have previously served on the Committee.

Issued on this, the 7th day of July, 2020.


Mark A. Cayer, Mayor