

Jill Hai

- 1. Why should people who care about social justice vote for you?**
- 2. What role do you believe individual Select Board members and the Select Board as a whole has in holding our municipal government accountable to the racial equity and social justice resolutions that have been endorsed by the Select Board and passed by Town Meeting in recent years? In your answer, please include specific actions that you believe individual Select Board members and the Board as a whole can take.**

Professionally, I was a Labor and Employment attorney, and Human Resources and Labor Relations Director. I regularly conducted anti-discrimination trainings for clients on Title VII and ADA compliance. As a Select Board member, I have led efforts to advance Diversity, Equity and Inclusion:

- In my first year on the Select Board, I drafted an article that changed the name of the Board from Selectmen to Select board, reflecting the inclusion of all genders.
- I was instrumental in hiring our first racial equity consultants and in creating our Citizen Advisory Council, comprising an inclusive representation of community affinity groups across cultures, ages, genders and abilities, to advise and work with the consultants.
- I helped hire our first Chief Equity Officer and worked to support them and the Citizen's Advisory Board, now the Strategic Equity Alliance Team (SEAT).
- When I joined the Select Board there was no diversity among municipal management. Changing that was important to me and we have made significant strides in diversifying our staff across many departments.
- I strongly advocate and consistently vote for renovations to capital facilities, like our center playground bathrooms, to remove binary facilities and ensure gender inclusivity.
- I serve as an annual facilitator for MLK community conversations.
- I served as Select Board Liaison to the Human Rights Committee.
- I am the one candidate who consistently voted to ensure that new multi-family zoning would be placed equitably throughout the entire community.

I currently serve on the Massachusetts Municipal Association's DEI task force, creating resources for municipal leaders in all 351 cities and towns, and working with the Racial Equity Group (racialequitygroup.com) to develop a strategic plan to advance diversity, equity and inclusion efforts for all local governments across the Commonwealth.

The Select Board has adopted a Resolution Framework for implementing the resolutions Town Meeting has passed on systemic racism, full inclusion and climate change. These resolutions are combined into one framework because they all address large systemic issues that broadly affect community life and are intertwined in their application and impacts. It is the role of the Select Board to set policy, such as the adoption of this framework, (more information on the framework is available on Lexington.gov at the Diversity Equity and Inclusion page). The Select Board then monitors progress and makes recommendations as staff implement policy decisions. Though the Select Board must act as a whole, it does not preclude individual members advocating for further progress. I advocated for the hiring of our Chief Equity Officer, and for appropriating a budget for the office, which was included in this year's budget. If re-elected, I will continue to advocate for and support this office and policies that further embed DEI in the fabric of our community.