

## **Committee Values Statement: APPROVED**

### **Purpose**

The following is a proposed values statement that can work as a guide for the direction of the committee. This statement can be used to convey the priorities of this committee to the public and be a foundation for the committee to lean on in considering charter changes and making decisions.

### **Committee Values Statement**

This Cambridge Charter Review Committee strives to work effectively and efficiently to produce a recommendation that empowers equitable, just, and democratic opportunities for all individuals who make up our community.

### **Civility**

- We will hold all committee members with equal decision making capabilities and acknowledge the dignity and humanity of the entire community.
- We will engage each other and the public with respect, tolerance, humility, and open-mindedness throughout the process.

### **Community**

- We will engage a cross section of the community, focusing on historically marginalized groups, to incorporate interests of people of all income levels who work, live, pray, and learn in Cambridge to ensure an equitable charter.
- We will seek participation and feedback from residents, community organizations, youth, workers, businesses and other stakeholders in both virtual and in-person spaces and use engagement methods most accessible to them.

### **Social Justice**

- We will strive to improve Cambridge's Charter by addressing the historical inequities built into the government foundation and power structures, acknowledging that Cambridge was built on land stolen from Indigenous people and built and financed by brutal slavery.
- We will strive to make the committee's work, communications, and deliberations transparent and available to the public.