

## Arlington Human Rights Commissioner Description

The AHRC was established in 1993 by the Town of Arlington. We focus on eliminating prejudice, intolerance, bigotry, unlawful discrimination, threats, coercion, and intimidation on the basis of an individual's race, ethnicity, color, religious views, national origin, sex, gender identity or expression, citizenship, age, ancestry, family/marital status, sexual orientation, disability, source of income, and military status in the Town of Arlington. As part of the Town's governance structure, we follow all policies and procedures required, e.g. Open Meeting Laws, Robert's Rules of Order, Massachusetts Conflict of Interest laws.

Potential commissioners who have a passion for human rights issues attend each monthly meeting with an eagerness to participate. The time commitment is generally about 10 hours each month. Other qualifications include:

- willingness to prepare ahead for meetings by reviewing all pertinent materials
- desire and ability to actively serve on at least one working group that meets at least monthly
- participation in commission activities that affect or are affected by the commission's work
- willingness and ability to engage in other duties such as leading a working group, performing the role of secretary, investigating hate incidents, hosting at least one Commissioner's Chat a year
- collaborative and collegial nature
- adherence to the commission's group norms

No formal experience working in human rights work is required, other than a "can-do" attitude and desire to help make Arlington a safe place for all who live, work, visit, and pass through our town.

The commission meets every third Wednesday of the month, (except during Town Meeting when the day of the week is changed), at the Arlington Senior Center, 27 Maple Street, Arlington, MA.