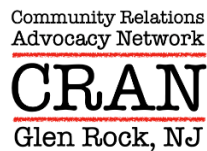


COMMUNITY RELATIONS ADVOCACY NETWORK BYLAWS
Municipal Committee of the Borough of Glen Rock



Article 1. Name

The name of this Committee shall be the Community Relations Advocacy Network (CRAN or the Committee).

Article 2. Purpose

This Committee has been established as a community effort to empower a welcoming, inclusive, and sensitive approach to the challenges of a multi-cultural society.

The Committee works to overcome discrimination and bias toward persons or groups including, but not limited to, race, ethnicity, color, religion, sex, gender identity, sexual orientation, age, national origin, and/or ability. Affected persons or groups shall also include all protected classes recognized by the government of the United States of America.

The purpose of the Committee is to support and provide allyship to victims of discrimination and bias, and to educate and provide outreach to the community, with the aim of deterring these events from happening in the future. Discrimination and bias refer to both minor and major incidents, and encompass actions, writings, and speech. The group endeavors to provide follow-up to such events, as well as develop methods to encourage reporting, and community discussion and awareness of such events.

The Committee seeks to support and establish educational and awareness programs that promote intercultural communication and understanding, and to encourage the regular use of sensitivity and diversity training for town employees and community volunteers.

Our vision is a society where all are able to build lives of dignity and self-respect.

Article 3. Board Membership

A Board consisting of eight members shall be appointed by the Mayor with the consent of the Council of the Borough of Glen Rock. At least 50% of the Board members at any time shall be residents of Glen Rock.

The Board shall select its own Chairperson or Co-Chairpersons, hereafter written as Chair, who shall be responsible for serving as meeting facilitator. The Chair shall preside at all meetings. The Chair shall serve a one-year, renewable term.

Board members are expected to attend all monthly meetings. After three unexcused absences from regularly scheduled monthly meetings, a Board member may be asked to step down from the Board.

The Board is comprised of eight members, who will serve staggered three-year terms. In the event that annual appointments are delayed for any reason, members shall hold their positions until such time as new appointments can be made.

Article 4. Honorary Appointments

In addition to the Board, honorary appointments to the Committee may include, but are not limited to, representatives from the community, including municipal employees and volunteers, civic leaders, school district representatives, and students.

Appointments may include representatives from the community, including municipal departments, such as the police department and public library. Local community members, civic leaders, and students will also be represented. Honorary appointments shall be made by the Board.

Article 5. Borough Liaison

A Glen Rock Councilmember may serve as a liaison, but one is not required by the committee.

Article 6. Meetings

The Committee shall hold both open public meetings once monthly (on the third Thursday of every month at 7:30 p.m.), as well as closed sessions, where appropriate, to protect the confidentiality and privacy of victims or at-risk persons.

Victims of discrimination and bias, and their allies, are encouraged to attend monthly meetings and be heard in an atmosphere free of intimidation. If, at any time, a meeting attendee conducts themselves in a way counter to the good faith intentions set forth by the Committee, they may be asked to leave at the discretion of Board Members. Attendance at future meetings shall be left up to the discretion of the Board.

Minutes will be taken at each meeting, with a redaction of names and identifying details of victims, minors, and other vulnerable persons. The minutes will be offered for approval at the following monthly meeting.

All appointed members of the Committee will have an equal voice and work towards group consensus.

Article 7. Quorum

Five-eighths of the Board, or five members, shall constitute a quorum.

Article 8. Subcommittees

The Board may authorize additional subcommittees as it deems useful.

Article 9. Amendments

These bylaws may be amended by consensus of the current Board. Prior to that, the proposed revisions must be presented at a regularly scheduled monthly meeting and distributed to the Board prior to the meeting.

Approved by the Board – 03/18/2021