

AN ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 2, SECTION 51 OF THE GENERAL ORDINANCES OF THE TOWNSHIP OF WEST ORANGE, ENTITLED “HUMAN RELATIONS COMMISSION”

BE IT ORDAINED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WEST ORANGE, in the County of Essex and State of New Jersey that Chapter 2 Section 59 of the Revised General Ordinances of the Township of West Orange is hereby amended and supplemented as follows:

I. PURPOSE

The purpose of this Ordinance is to amend the provision of the Township Code governing the Human Relations Commission to remove the Commission from the Mayor’s Office allowing the Commission to operate independently to raise and address community concerns and engagement with the Mayor and Township Council, to add the positions of a Treasurer and Secretary to the enumerated list of officers established in the Township Code, and the update and modernize the purpose and duties of the Commission.

II. CHAPTER 2, SECTION 51.1 SHALL BE AND HEREBY IS AMENDED AND SUPERSEDED TO READ AS FOLLOWS:

2-51.1 Purpose.

The Township recognizes and is committed to the values of diversity, equity, and inclusion within the Township community and seeks to promote these values through the Human Relations Commission (the "Commission"). The purpose of the Commission is to: (i) foster engagement among the diverse members of the Township community; (ii) offer meaningful educational programs to celebrate and preserve the cultural diversity of the Township community and to combat all types of discrimination; (iii) ensure and sustain safer and healthier relationships within the Township Community; (iv) promote the growth of local business through diversity, equity and inclusion; and (v) be responsive to the concerns of the diverse communities within the Township.

III. CHAPTER 2, SECTION 51.2 SHALL BE AND HEREBY IS AMENDED AND SUPERSEDED TO READ AS FOLLOWS:

2-51.2 Creation.

There is hereby created the West Orange Human Relations Commission.

IV. CHAPTER 2, SECTION 51.3 SHALL BE AND HEREBY IS AMENDED AND SUPERSEDED TO READ AS FOLLOWS:

2-51.3 Membership.

The Commission shall be comprised of 13 voting members, each of whom shall be a resident of the Township. The Mayor shall appoint three voting members and each member of the Township Council shall appoint two voting members. All voting members shall be known as Commissioners and the term of each Commissioner shall expire with the term of the elected official who appointed that Commissioner. Any subsequent appointments shall also expire with the term of the elected official who appointed that Commissioner. All vacancies shall be filled for the unexpired term only. The Township Council shall annually nominate and select by majority vote one of its members to serve as a Township Council Liaison to the Commission for the calendar year. The Township Council Liaison shall serve as a non-voting member of the Commission.

V. CHAPTER 2, SECTION 51.6 SHALL BE AND HEREBY IS AMENDED AND SUPERSEDED TO READ AS FOLLOWS:

2-51.6 Chairperson.

There shall be a Chairperson, Vice-Chairperson, Treasurer, and Secretary of the Commission who shall be designated for a term of one year by a vote of the Commissioners at the first meeting of the Commission in each calendar year. . All vacancies in the office of the Chairperson, Vice-Chairperson, Treasurer, and Secretary shall be filled for the remainder of the calendar year by a vote of the Commissioners.

VI. CHAPTER 2, SECTION 51.7 SHALL BE AND HEREBY IS AMENDED AND SUPERSEDED TO READ AS FOLLOWS:

2-51.7 Duties and Responsibilities.

The Commission shall develop and implement inclusive programs which encourage a positive, respectful, and constructive dialogue within the Township on diversity, equity and inclusion. Among other events and programs, the Commission shall plan and coordinate the annual Township-wide celebration to honor the Rev. Dr. Martin Luther King, Jr.'s birthday. The Commission shall encourage the inclusion of all residents of the Township in the leadership of civic and community issues and groups. The Commission shall be involved in community-building tasks and strategies to enhance and sustain respect, acceptance and inclusion of all of the diverse residents of the Township. The Commission shall develop formal and informal educational programs to: (i) work towards identifying, addressing, and dismantling discrimination, injustice and bias whether perceived or actual, based on race, color, creed, religion, national origin, ancestry, age, sex, marital status, physical or mental disability, sexual orientation or economic status; (ii) to promote the celebration and preservation of our residents' diverse cultural values and heritage; and (iii) to promote the acceptance and inclusion of all members of the diverse groups of residents of the Township. The Commission shall make recommendations to the Mayor and the Township Council regarding the

development and implementation of policies, procedures and programs to promote the elimination of discrimination within the Township community.

VII. REPEAL OF CONFLICTING ORDINANCES

Any Ordinances of the Township, which are in conflict with this Ordinance, are hereby repealed to the extent of such conflict.

VIII. SEVERABILITY

If any part of this Ordinance shall be deemed invalid, such parts shall be severed and the invalidity thereof shall not affect the remaining parts of this Ordinance.

IX. EFFECTIVE DATE

This Ordinance shall take effect upon final passage and publication in accordance with the law.

ROBERT D. PARISI, MAYOR

**CINDY MATUTE-BROWN
COUNCIL PRESIDENT**

**KAREN J. CARNEVALE, R.M.C.
MUNICIPAL CLERK**

INTRODUCED: January 26, 2021

ADOPTED: February 9, 2021

LEGISLATIVE HISTORY

This Ordinance is intended to amend the provision of the Township Code governing the Human Relations Commission to remove the Commission from the Mayor's Office allowing the Commission to operate independently to raise and address community concerns and engagement with the Mayor and Township Council, to add the positions of a Treasurer and Secretary to the enumerated list of officers established in the Township Code, and the update and modernize the purpose and duties of the Commission.