

Needham Unite Against Racism Working Group

6:00 p.m. November 9, 2020 Via Zoom

Agenda

Under Governor Baker's emergency "Order Suspending Certain Provisions of the Open Meeting Law G.L. c. 30A, S20", issued March 12, 2020 and in effect until termination of the emergency, meetings of public bodies may be conducted virtually provided that adequate access is provided to the public.

To listen and view this virtual meeting on a phone, computer, laptop, or tablet, download the "Zoom Cloud Meeting" app in any app store or at www.zoom.us. At the above date and time, click on "Join a Meeting" and enter the meeting 85983380414 or click the link below to join the webinar: <https://us02web.zoom.us/j/85983380414> or join by telephone at 312-626-6799.

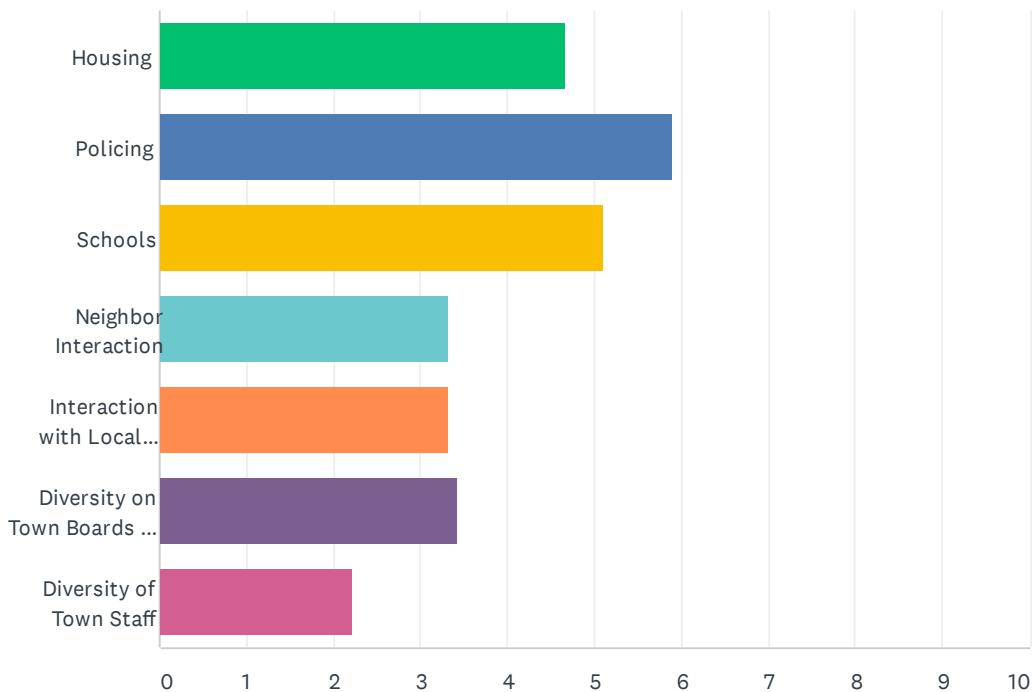
1. Subject of Interest Survey Results
2. Subject of Interest Future Planning
3. Articulation of Vision Planning
4. Timeline

Informational Materials:

- Link to NUARI Page on the Town's Website:
<https://www.needhamma.gov/4942/Needham-Unite-Against-Racism-Initiative>

Q1 Please rank in order of importance to you the topics you would like the NUARI Working Group to consider

Answered: 9 Skipped: 0



	1	2	3	4	5	6	7	TOTAL	SCORE
Housing	11.11% 1	44.44% 4	11.11% 1	0.00% 0	11.11% 1	11.11% 1	11.11% 1	9	4.67
Policing	44.44% 4	22.22% 2	11.11% 1	22.22% 2	0.00% 0	0.00% 0	0.00% 0	9	5.89
Schools	33.33% 3	11.11% 1	33.33% 3	0.00% 0	0.00% 0	22.22% 2	0.00% 0	9	5.11
Neighbor Interaction	11.11% 1	11.11% 1	0.00% 0	33.33% 3	0.00% 0	11.11% 1	33.33% 3	9	3.33
Interaction with Local Businesses	0.00% 0	0.00% 0	22.22% 2	33.33% 3	22.22% 2	0.00% 0	22.22% 2	9	3.33
Diversity on Town Boards and Committees	0.00% 0	11.11% 1	22.22% 2	11.11% 1	22.22% 2	22.22% 2	11.11% 1	9	3.44
Diversity of Town Staff	0.00% 0	0.00% 0	0.00% 0	0.00% 0	44.44% 4	33.33% 3	22.22% 2	9	2.22

Q2 Other priorities not listed above

Answered: 6 Skipped: 4

#	RESPONSES	DATE
1	town equity audit, town sponsored education series	11/1/2020 1:10 PM
2	Policy	10/30/2020 6:01 AM
3	Town government initiatives to advance inclusivity and encourage diversity such as special days, educational events,etc.	10/29/2020 2:24 PM
4	No	10/27/2020 7:22 PM
5	I'm not sure if my name is attached but I want to clarify that to this SC member the schools are incredibly important but I ranked it lower because the NPS already have a structure and resources to work on racial justice	10/27/2020 11:49 AM
6	no	10/27/2020 11:29 AM

Q3 For your top priority, please provide additional information detailing what aspect of this issue area you would like to explore.

Answered: 10 Skipped: 0

#	RESPONSES	DATE
1 (boards)	If we don't diverse leadership nothing will change.	11/2/2020 10:01 AM
2 (policing)	transparency, implicit bias,	11/1/2020 1:10 PM
3 (neighbors)	Community conversation and dialogue	10/30/2020 5:56 PM
4 (schools)	As someone who just recently graduated from the Needham school system, there's a lot of work to be done in terms of sensitivity training for both students and faculty. Although there is definitely support systems in place, if we want to change the culture of our town we have to start anti racist education young. The number of inaccuracies within my elementary school curriculum, the way we were taught about colonist-Native American relations, and the way we were taught about racism and how after the Civil Rights era it was just over, is insufficient and a disservice to students. Obviously we can't go into gruesome details with children, but they're a lot more perceptive than we think and we should treat them as such. With faculty we just need more faculty of color. Needham High School is overwhelmingly white. Hiring BIPOC, especially black staff, should be a priority. And with white faculty, I think the school system has to be more explicit about the fact that it is their responsibility to be educated on these issues. I'm not exactly sure how to go about that, but the amount of time I have spent educating the staff that is meant to be teaching me is too much.	10/30/2020 6:01 AM
5 (schools)	Needham Public Schools collectively is one venue where the largest numbers of interactions occur between different racial and ethnic groups in Needham. The schools and the houses of worship have the greatest potential capacity to initiate change of attitudes and address prejudices that underlie racist and xenophobic behaviors.	10/29/2020 2:24 PM
6 (policing)	Oversight, racial profiling, accountability and training	10/27/2020 7:22 PM
7 (housing)	How can the town through zoning, other regs and culture create a more welcoming and diverse community. I'd like to explore how we create affordable housing and educate the community on the benefits even if we encounter some more traffic, etc	10/27/2020 11:49 AM
8 (policing)	I feel 1a,1b,1c would be my top 3 choices. I couldn't decide. Policing would be practice, protocols, trainings, salaries, and implantation of how these things are infused in day to day interactions. Housing- Why is there a % for a minimum houses we can have and if we go over that why do things change. Why do we want to limit access to people looking for a better life for their families. People with no ties to Needham start as a disadvantage... It feels like a slight case of redlining due to lack of connections to the town. Schools- I dont know if we have the power to do much here but.. as far as curriculum and teach actual history and not just the whitewashed version that skips over key moments that have helped instill our systems of systemic racism and Caste systems in place to limit people of color from ever having true power. It was truly tough because in certain ways, all of the options are so important. One shouldn't be more than the other.	10/27/2020 11:29 AM
9 (schools)	Increase diversity in faculty. Introducing real black history into the curriculum. More accountability and investigation into racists acts	10/27/2020 10:51 AM
10 (policing)	For different situations (urgent/non-urgent), what action protocols should be followed?	10/27/2020 10:33 AM

LISA M. SMITH-MCQUEENIE

lisa@lmsconsultingforchange.com

Independent Consultant, Diversity, Equity, and Inclusion

Massachusetts / New England Area

Lisa provides vision and leadership in promoting a culture that values and supports diversity, equity and inclusion. She guides efforts to conceptualize, define, assess, nurture and cultivate diversity, equity and inclusion as an institutional, organizational and educational priority. Lisa has established, facilitated and/or identified appropriate training and professional development opportunities in higher education, K-12, nonprofit and other organizations. Additionally, she provides tailored, area specific and evidence based consultation regarding diverse, inclusive, and equitable organizational best practices and teambuilding.

Lisa is an experienced, versatile, knowledgeable DEI professional with a broad range of experiences. She is a strategic partner skilled in the development, facilitation and cultivation of employee engagement and professional development initiatives. Lisa is both a generalist and a specialist; strongly oriented to integrating theory and practice in her work as evidenced by her eclectic approach to facilitating training, workshops and presentations in the areas of social justice, cultural humility, equity and inclusion.

Lisa will:

- Collaborate and partner with the client to identify objectives, increase engagement and establish/share organizational best practices
- Design and facilitate appropriate training, professional development and/or experiential opportunities across constituencies
- Utilize an inclusive excellence framework, integrating evidence based research, theory and practice to develop an eclectic approach to the work