

The logo for the Wayland Lived Experiences Project is displayed on a dark, textured background. The word "WAYLAND" is in large, bold, orange capital letters. Below it, "LIVED EXPERIENCES" and "PROJECT" are in white, sans-serif capital letters. At the bottom, "WAYLAND, MA" is written in smaller, orange capital letters.

# WAYLAND LIVED EXPERIENCES PROJECT WAYLAND, MA

## Final Survey Results

As of October 1, 2021

The Wayland Lived Experiences Project was adapted, with permission, from a similar project in Needham. It was conducted from 12/11/2020 - 11/1/2021 by the Wayland Human Rights Commission Study Group, a small group of residents who came together in 2020 to explore the need for a human rights commission in the Town of Wayland. The data collected in this survey helped demonstrate the need for such a town entity. In the Spring of 2021 the Wayland Select Board created the Human Rights, Diversity, Equity and Inclusion Committee.

# Lived Experiences Project: Vision & Goals

The **Wayland Lived Experiences Project** is a **grassroots story collecting** initiative to gather individual experiences of **mistreatment** due to identity whether race, ethnicity, spoken language, (dis)ability, religion, gender, sexual identity, or some other aspect of identity.

Gathers experiences through an **anonymous survey** of people who live, work, worship, study, or visit Wayland.

How will the survey create change?

- ▶ Survey findings will be **published periodically** with the goal of inspiring dialogue, raising awareness, and promoting an **inclusive, equitable, and welcoming** community in Wayland.
- ▶ Plan is to include in reports and presentations, and shared in places such as the **Lived Experiences Facebook page, local media, and in town discussions.**
- ▶ Findings may also be used in collaboration with local advocacy and working groups to **effect change.**

# Survey Questions

Adapted from Needham's Lived Experiences survey

The anonymous survey asks:

- ▶ If the incident/experience happened to you or someone else
- ▶ What happened, i.e., where, when, how, etc.
- ▶ How you responded
- ▶ Obstacles to speaking up or seeking help
- ▶ How others responded
- ▶ How the experience made you feel and/or impacted your life
- ▶ How the experience could have played out differently
- ▶ Changes you'd like to see in Wayland
- ▶ Demographic questions

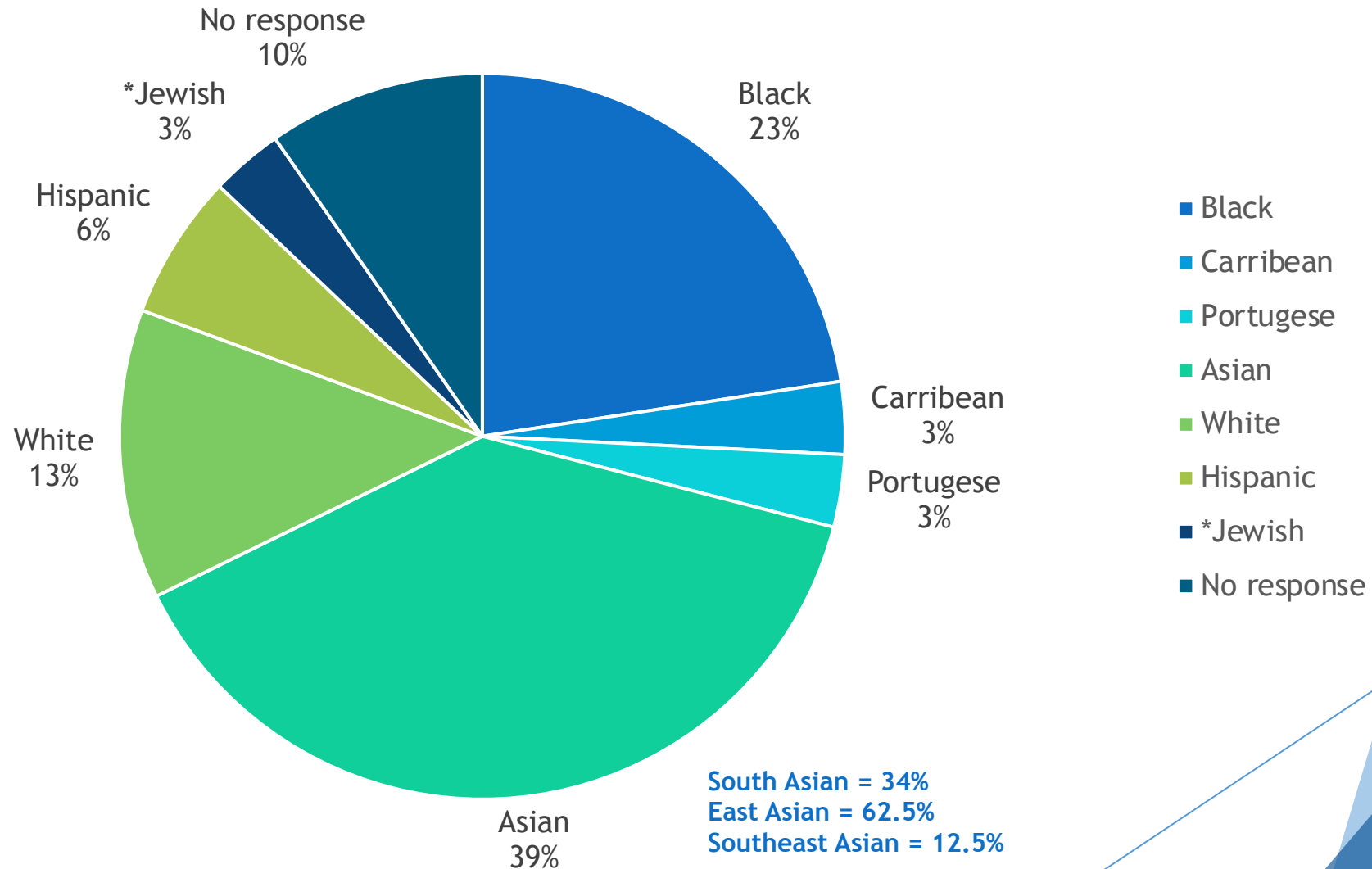


# Demographic Information

*Total Number of Experiences = 31*

- ▶ **Total # Lived Experiences: 31**
  - ▶ 24 Self
  - ▶ 7 Behalf of someone else
- ▶ **Date occurred**
  - ▶ 2018-2021 = 16
  - ▶ mid 2000s (2010-2016) = 14
  - ▶ 1990s = 1
- ▶ **Age: 27-74 years**
- ▶ **Gender:**
  - ▶ Female = 20
  - ▶ Male = 9
- ▶ **Live in Wayland = 21**
  - ▶ Majority > 5 years
  - ▶ 2-5 years = 2
- ▶ **Work in Wayland = 5**
  - ▶ 1-2 years = 2
  - ▶ 2-5 years = 1
  - ▶ 20 years = 1
- ▶ **School in Wayland = 3**
- ▶ **Education:**
  - ▶ Post graduate degree = 18
  - ▶ College = 4

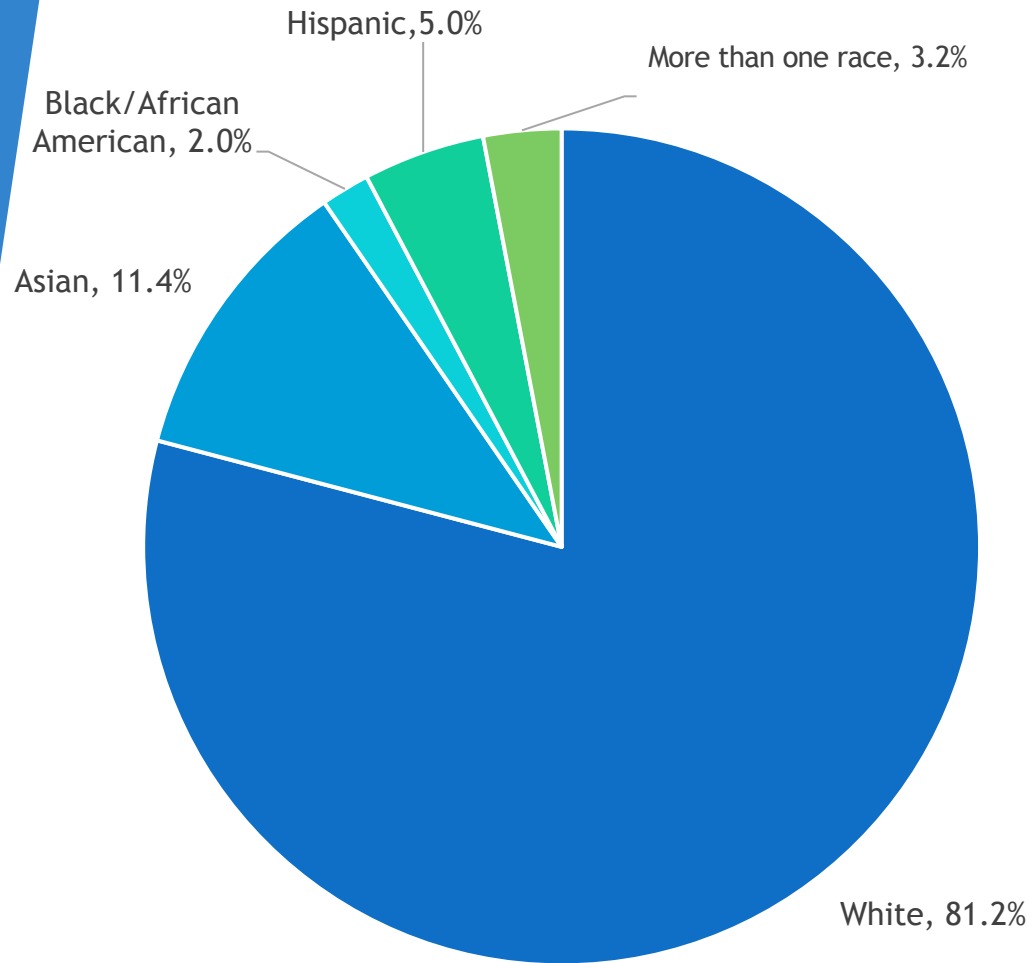
# Breakdown of Mistreatment by Race/Ethnicity



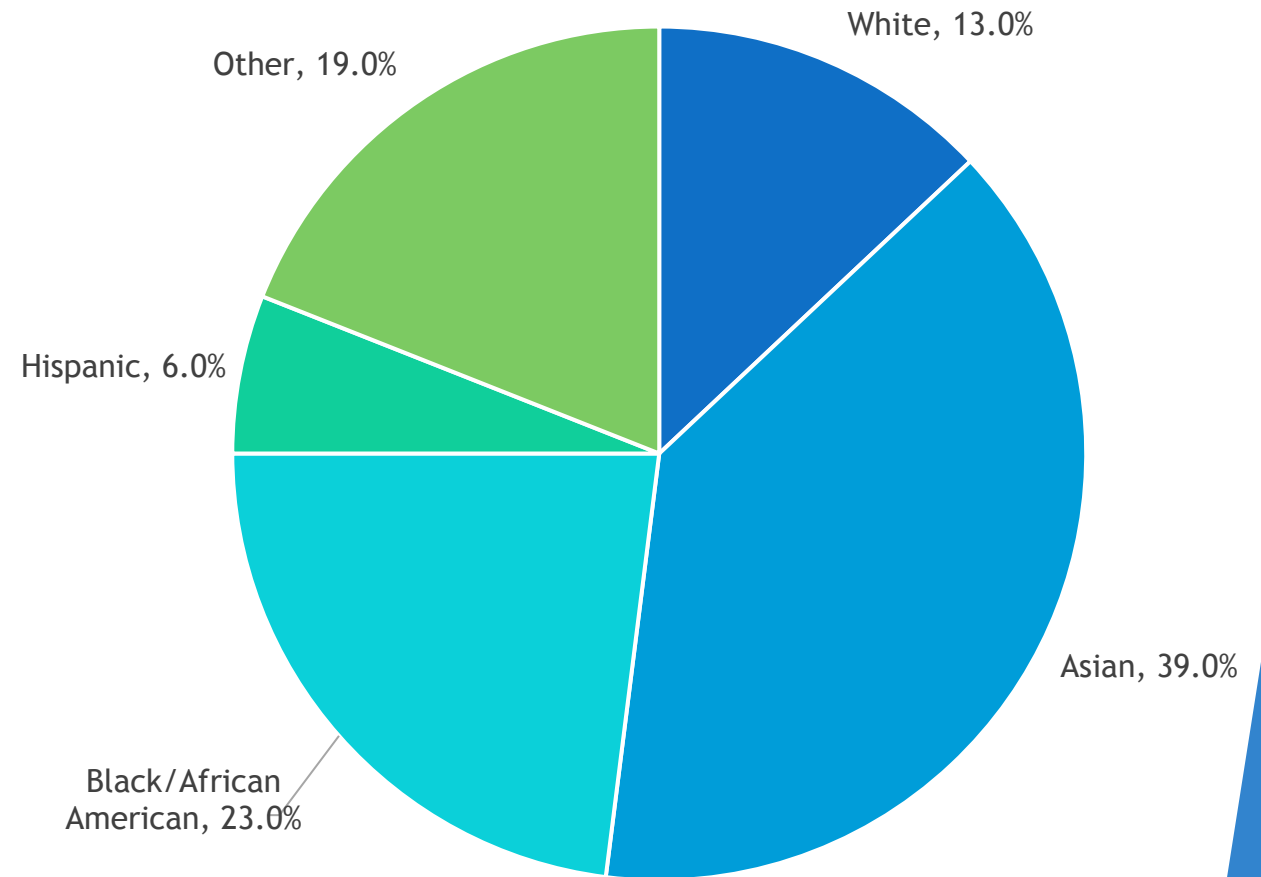
\*Self-identified as Jewish

# Race and Ethnicity: Wayland Population vs. LEP

Wayland Population

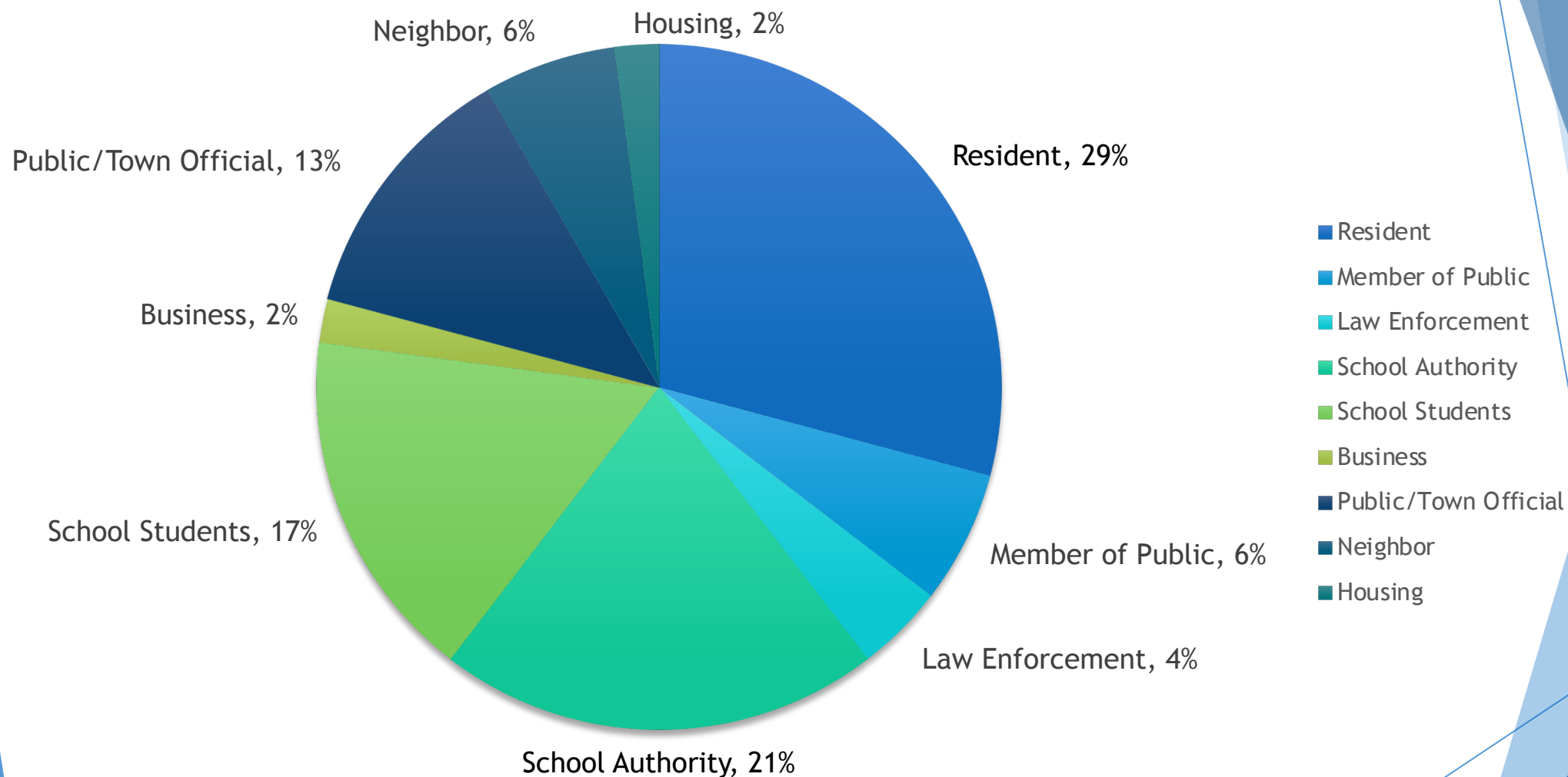


Lived Experiences Project



In 2019, Wayland Population = 13,835

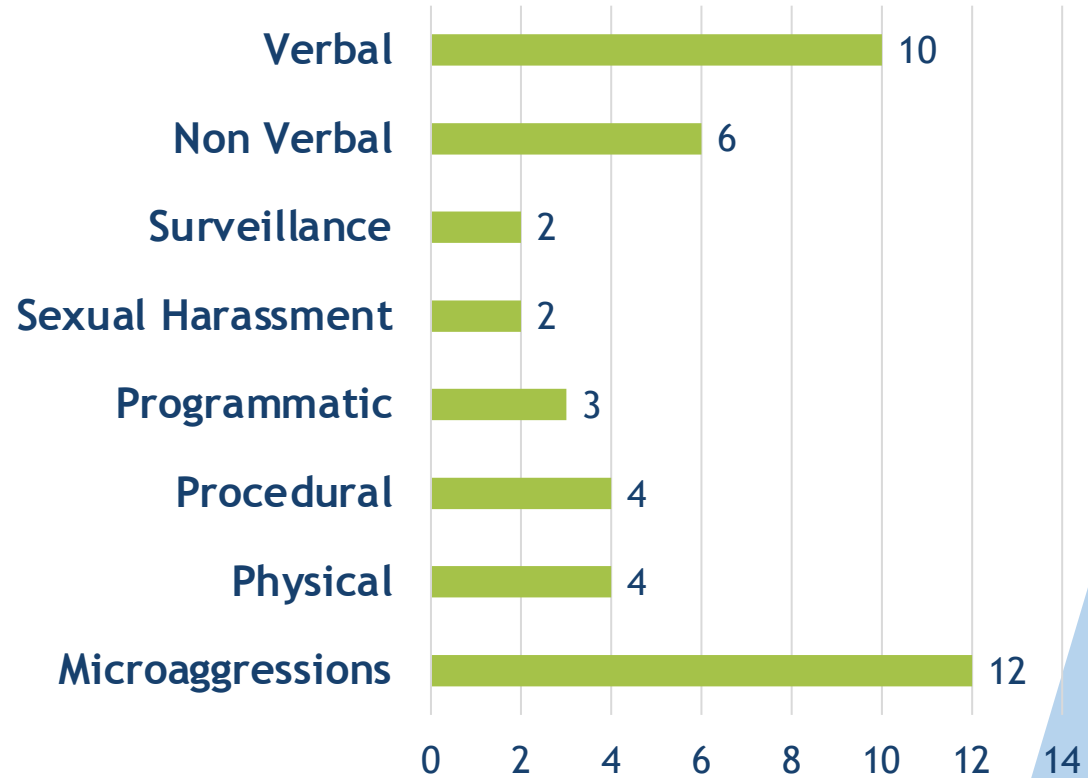
# Who Mistreated You<sup>+</sup>



Q: Which categories describe WHO mistreated you? A: School authority figure (e.g., teacher, counselor, coach, etc.), School students, Store/restaurant/business employee or owner, Home services provider, Public or Town official, Family member, Neighbor, Wayland Police or law enforcement/Fire Department, Housing: Landlord/Condominium Association/Housing Authority, Medical professional, Resident, Member of the public or non-resident, Other

<sup>+</sup> Each lived experience could have More than one category selected

# Type of Mistreatment



Q: TYPE of mistreatment you experienced?

A: Verbal, Non Verbal, Microaggressions, Surveillance, Sexual Harassment/Assault, Domestic Violence/Coercive Control, Physical, Programmatic, Procedural, Other

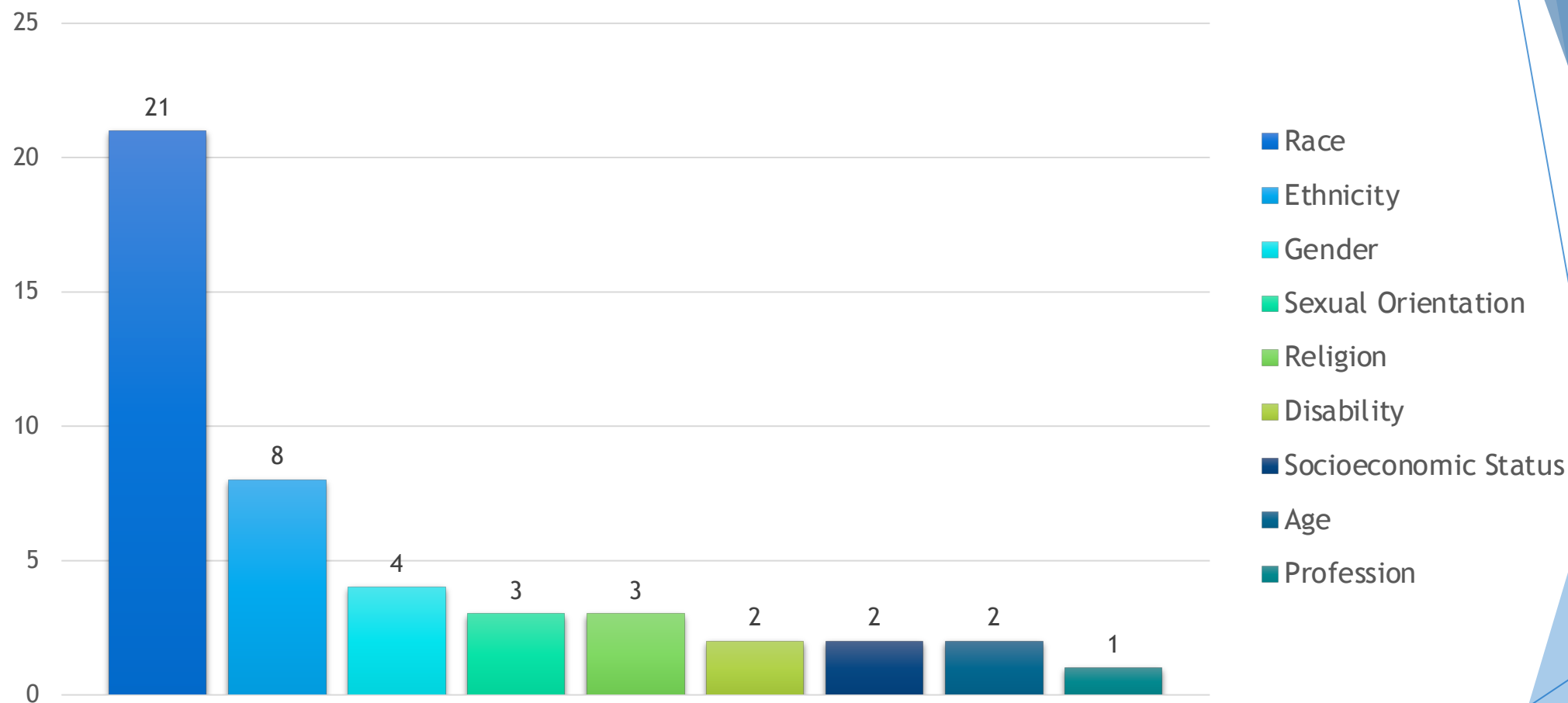


“She also kept repeating I wasn’t welcome there, to go back home, and that I will not be allowed to go back and walk in that street ever again and “Who the F... do I think I was”???!!!. As she kept hatefully repeating these “phrases.” I was being a victim of a racial/discriminatory attack. Still in disbelief I asked her why was she doing this to me and asked her if this had to do with race. She then tried to become physical and came towards me swinging her hands at my face cursing me out and demanding to see the color of my skin.”

This white affluent father went on to blame his sons poor progress on the "guests" in the classroom. Confused, I asked who he was talking about and he responded; "the black kids you bus in."

"Why don't you go back to Polynesia where you came from?" Appalled, aghast, and taken aback, I corrected her about my Asian ethnicity

# Reason for Discrimination<sup>+</sup>



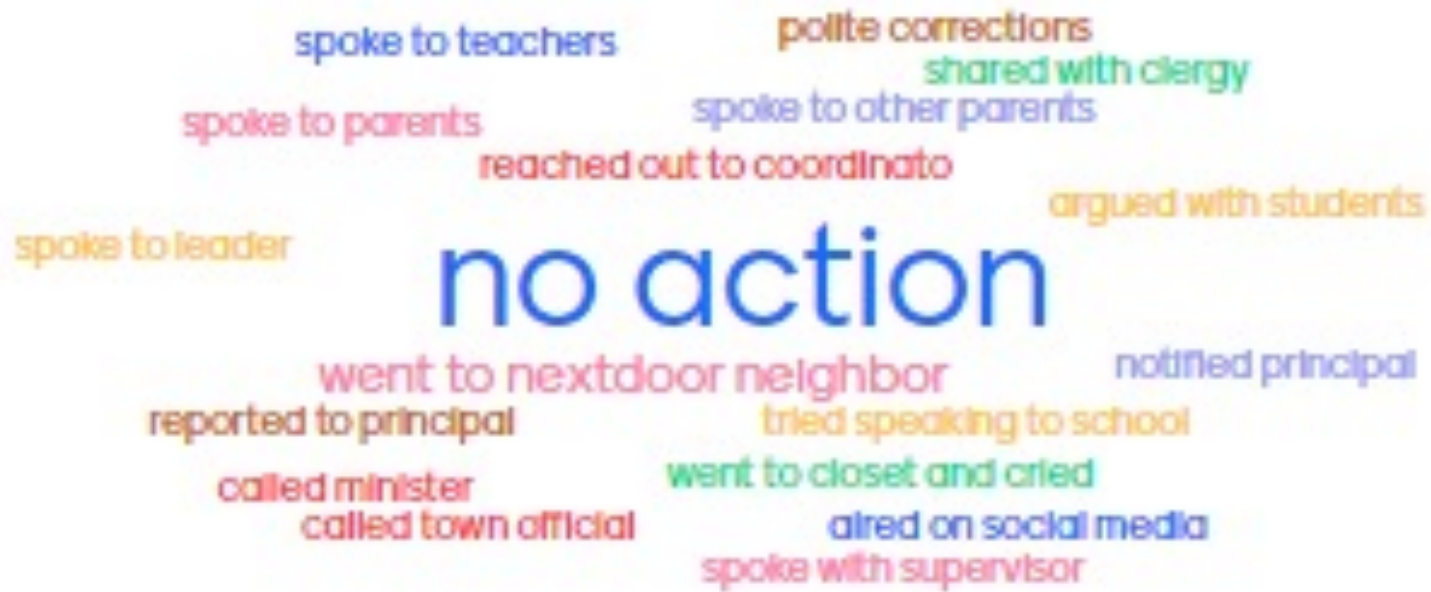
Q: Mistreatment experienced due to? A: Race, Religion, Culture/nationality/ethnicity, Gender or gender identification, Sexual orientation, Age, Disability, Socioeconomic status/class, Profession, Other

<sup>+</sup> Each lived experience could have More than one category selected



# Question:

How did your experience make you feel?



## Question:

After the event, did you respond or take further action? For example, seek help, confide in someone, report the event/pattern of behavior, talk to the person who mistreated you, etc. If you did take action, please describe it.

afraid to speak up  
adversely affected

# retribution

quietly get back at you  
no action due to shock  
afraid to talk back

## Question:

If you did not take action and are comfortable sharing your reasons, please describe them below to help identify obstacles to speaking up in our community.

# Lived Experiences Project: Promotional Activities



- ▶ Survey available through dedicated link and a paper version available at various locations in the Town (library, housing authority, Wayland High School, First Parish church)
- ▶ Survey available in English, Spanish and Mandarin