

Wayland Human Rights, Diversity, Equity, and Inclusion Committee Town Report: July 1, 2021-June 30, 2022

Introduction

The Human Rights, Diversity, Equity and Inclusion Committee (HRDEIC) was established by the Select Board in March 2021 and met for the first time on June 30, 2021. This report covers our first year of operation.

Why Does Wayland Need an HRDEIC?

Identity-based mistreatment occurs everywhere in the United States, and Wayland is no exception. Last year the [Wayland Lived Experiences Survey](#) documented 31 stories of people who experienced mistreatment in Wayland due to their race, ethnicity, gender or other aspects of their identity. Incidents involving Wayland students have been reported in the *bipoc.wayland* and *Dear Wayland* Instagram accounts and Boston-area [media](#).

When identity-based incidents occur in town they affect all of us, damaging our sense of Wayland as a safe and welcoming place and weakening the ties that bind us together as a community. By establishing the HRDEIC, the Select Board signaled the town's commitment to promote a culture of equity, inclusion and belonging. In its inaugural year, the HRDEIC was honored to partner with the Select Board to advance this goal.

Accomplishments

In addition to launching the committee, we accomplished a lot in our first year including being awarded a \$1,000 grant. Through [social media](#), public statements and other means, we built awareness of the HRDEIC and drew attention to cultural heritage holidays, human rights issues, the availability of affordable housing units, and the town's goal of building a culture of diversity, equity and belonging. We created a [Community Resource Guide](#) available on the [HRDEIC web page](#). We joined with other community organizations to co-sponsor eight (8) public education programs to broaden awareness and build community around diversity, equity and belonging. We met with representatives of town entities including the Wayland Public Schools, Cultural Council and Energy and Climate Committee; and we collaborated with other human rights groups through the [MA Human Rights Coalition](#). Student committee members added value to the committee's discussions and shared their ideas about inclusive school curricula.

Finally, we initiated work on several projects to be continued in the next reporting period, including a community reporting line, holiday display policy and Indigenous Peoples Day policy for Select Board review, and calendar of cultural holidays.

See Attachment I.

Conclusion

We spent the year both launching the committee and carrying out our duties. We learned a lot along the way and, regrettably, experienced some member resignations. Building on our accomplishments and learnings, we laid the foundation for impactful activities and campaigns in the year ahead. We are grateful for the opportunity to collaborate with the Select Board and other town entities toward the goal of becoming an inclusive, welcoming community where everyone feels respected, heard and treated fairly no matter who they are.

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Attachment I: Accomplishments

Part 1 – Work Completed

Title	Details	Leads (Member names)
Publicity/Awareness Building		
Awarded \$1000 grant from Lauren Dunne Astley Memorial Fund for social media/promotion	January 2022	Yamini Ranjan, Jane Sciacca
Established social media presence	Ongoing	Yamini Ranjan, Steve Wynne
Posted sign boards for Pride Month	June 2022	Steve Wynne, Yamini Ranjan
Developed Indigenous Land Acknowledgment to open meetings	December 2021 and ongoing	Karen Blumenfeld
Publicized availability of affordable housing at Alta Oxbow	May 2022	Yamini Ranjan, Steve Wynne
Public Statements		
Issued statements on cultural heritage holidays/ human rights	Ongoing (see HRDEIC web page)	Multiple members
Community Resources		
Created Community Resource Guide	November 2021 Available on HRDEIC web page	Jessica Schendel, Karen Blumenfeld, Steve Wynne
Collaborative Community Education Programs		
<i>Domestic Violence as a Human Rights Issue</i>	November 16, 2021 Co-sponsors: Wayland Free Public Library, Lauren Dunne Astley Memorial Fund, Sudbury-Wayland-Lincoln Domestic Violence Roundtable, SOAR for Justice (Zoom)	Dovie King
<i>Implicit Bias Training</i>	January 31, 2022 Co-sponsors: Wayland Interfaith Leaders Association, Wayland Free Public Library, Wayland Children and Parent Association, Wayland Community for Social Justice Policing Group, and concerned Wayland residents (Zoom)	Dovie King

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Title	Details	Leads (Member names)
<u>Wayland-Westford Diversity Town Hall</u>	March 29, 2022 Co-sponsors: One Wayland, Re-Envision Consulting, Westford's First Parish Church United, Wayland's Interfaith Leaders Association (Hybrid)	Dovie King
<u>Wayland Dialogue for Cultural Understanding</u>	Co-sponsors: One Wayland, UMass Boston April 26, 2022 (Zoom)	Dovie King
<u>Black History Month Community Conversation,</u>	Co-sponsor: Our Wayland February 17, 2022 (Zoom)	Janot Mendler de Suarez, Ingrid Palacios
<u>Celebration of the Publication of Children's Illustration of 100 years of Chinese Immigration to the U.S. and Canada</u>	May 25, 2022 Co-sponsors: Wayland Chinese American Association, Wayland Free Public Library (Zoom)	Yauwu Tang
<u>Chinese Contributions to the Fabric of America</u>	June 1, 2022 Co-sponsors: Wayland Chinese American Association, Wayland Free Public Library (Zoom)	Yauwu Tang
<u>How Easy is it to Register to Vote in MA?</u>	May 3, 2022 Co-sponsors: Mass Voter Table, Congregation Or Atid (Zoom)	Janot Mendler de Suarez
Collaboration and Dialogue		
Discussed community policing with representatives of Wayland Community for Social Justice Policing Group	October 20, 2021	Dovie King
Discussed inclusive curricula in schools with student members of HRDEIC	November 17, 2021 and March 16, 2022	Kylie Byrne, Adrienne Correia, Isabella Donovan, Isabel Xue
Discussed Wayland Climate Action Mobilization Plan with representative of Wayland Energy and Climate Committee	February 16, 2022	Dovie King, Janot Mendler de Suarez
Discussed Wayland Lived Experiences Survey with representative of Wayland Lived Experiences Project	February 16, 2022	Heather Pineault
Discussed National Poetry Month project with representative of Cultural Council	March 16, 2022	Dovie King

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Discussed diversity, equity and belonging with WPS Superintendent and Director of Diversity, Equity and Belonging	May 18, 2022	Heather Pineault
Collaborated with other human rights groups through MA Human Rights Coalition	Ongoing	Karen Blumenfeld
Committee Launch		
Formalized group norms	August 2021	Karen Blumenfeld, Jenny Levine
Formalized minute-taking norms	January 2022	Janot Mendler de Suarez
Held strategic planning sessions	January 10 and 19, 2022	Heather Pineault, Karen Blumenfeld

Part 2 – Work Initiated

Title	Leads (Member names)
Community reporting line	Mei-Ling Ellerman, Steve Wynne, Isabel Xue (previously Dovie King, Ingrid Palacios)
Holiday display policy	Janot Mendler de Suarez, Karen Blumenfeld (previously Dovie King)
Indigenous Peoples Day policy	Karen Blumenfeld, Heather Pineault
Cultural holidays calendar	Janot Mendler de Suarez