

Proposed Holiday Display Policy for Town-Owned Public Spaces in Wayland
Human Rights, Diversity, Equity and Inclusion Committee
Draft for Select Board Review | September 1, 2022

The Wayland Holiday Display Policy encourages displays and activities in town-owned public spaces that promote a culture of diversity, equity and belonging. The purpose of the policy is to help decision makers in town departments, boards and committees uphold this intent in deciding whether to allow a particular display or activity in a public space under their jurisdiction.

When deciding whether to allow a display or activity in a public space, decision makers are expected to evaluate whether a display or activity in a public space meets two essential criteria:

- it reduces the likelihood of exclusion or harm to those whose culture or religion may be different from those organizing the display or activity; and
- it promotes a culture of diversity, equity and belonging in the Town of Wayland.

To assist in evaluating whether a proposed display or activity meets these criteria, decision makers and their colleagues are asked to consider and discuss the guiding questions below.

Guiding Questions: Strive to achieve responses of “no” to the first set of questions and “yes” to the second set.

Consider/discuss the following to help avoid or reduce the likelihood of exclusion or harm:

1. Could this display or activity be construed as a town endorsement of a specific religious tradition?
2. Are you aware of cultural or religious meaning associated with the display or activity that might lead to feelings of harm or exclusion for people who are not part of that culture or religion?
3. Are you aware of discriminatory or hateful use of any of the display symbols that has led, or could lead, to harm?

Consider/discuss the following to promote a culture of diversity, equity and belonging:

4. Will you make an effort to display symbols of other traditions that are of roughly equal size and prominence?
5. Will this display or activity contribute to public awareness of cultural and religious diversity in Wayland?
6. Will this display or activity convey a spirit of welcoming and belonging to individuals and groups of all identities in Wayland?

If there may be public safety concerns or legal questions:

- For public safety concerns, seek appropriate public safety guidance and permissions.
- For legal questions, seek the advice of town counsel.