

7/1/2020

Fwd: Committee for Diversity, Equity and Inclusion - jmcnamara@natickma.org - Town of Natick Mail

- Forwarded message -----

From: 'Ivylee Martinez' via Selectmen <selectmen@natickma.org>

Date: Tue, Jun 30, 2020, 11:17 PM

Subject: Committee for Diversity, Equity and Inclusion

To: selectman@natickma.org <selectman@natickma.org>

Dear Select Board,

Our multi-racial family has lived in Natick for 14 years and in that time we have been subject to various forms of racism from residents, businesses, and from students and staff in our schools. Over the past 4+ years we have met with activists and leaders, worked with various town organizations, and been present and outspoken at town events centering diversity and inclusion; all in hopes to create a more educated and inclusive town.

In light of the recent protests and vigils in response to the murders of Black people by police, constituents are more urgent than ever to call on the town to establish this committee to discuss issues of racism and systemic oppression. My family and I fully support this call to action. Included below are two lists: one of questions to consider when forming this committee and the other a list of tasks that we would like to see addressed/discussed by this new committee.

Questions to ask when forming this committee:

- Is the committee taking tangible action to change the culture of Natick or just holding discussion?
- Who will be represented on the committee and who is not? Why might that be?
- How can the town support and value contributions of underrepresented populations who do not sit on this committee?

Topics to be covered:

- Implementation of mandatory annual diversity training for town and school employees - this would include the Select Board
- Creation of town-sponsored Cultural Events that celebrate the diversity of our residents
- Encouragement of our educational institutions to collaborate with organizations like Spark Kindness, Natick is United, etc.

We would also like to politely request that this email be included in the online agenda packet

Thank you,

The Martinez Family