

TOWN OF WELLESLEY



MASSACHUSETTS

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EXECUTIVE DIRECTOR OF GENERAL GOVERNMENT

Take Part in a Community Workshop on Diversity, Equity, and Inclusion on March 14

February 16, 2023 (Wellesley, MA) – Be part of the important work to help make Wellesley a more inclusive, welcoming community and take part in a community-wide Diversity, Equity, and Inclusion (DEI) workshop. On Tuesday, March 14 from 7:00 p.m. to 9:00 p.m., the public is invited to attend **Bigger Than Racism: Understanding Racialization and Structural Advantage in Wellesley and Beyond**, a Zoom workshop co-sponsored by the Wellesley Diversity, Equity, and Inclusion (DEI) Task Force, [Babson College](#), and the [League of Women Voters of Wellesley](#).

The workshop is open to all community members, including residents, business people, Town Meeting Members, and other town officials. Town Meeting Members are especially encouraged to attend as this workshop will provide important background for the [Anti-Racism and Anti-Bias resolution and equity audit](#) article proposed by the DEI Task Force that will be considered at Wellesley's Annual Town Meeting next month.

Presented by Bird Guess, president of The Racial Equity Group, the two-hour training will lay a foundation for ways in which Wellesley can work to ensure equal opportunity for everyone. Key objectives include:

- To explain what racialization is and how it can create structural advantages that lead to sustained inequalities even without the presence of racism
- To identify the mechanisms of structural advantage that reproduce racial disparities and shape communities such as Wellesley
- To discuss how a town can address inequity in a way that supports everyone

The format will be interactive, and include discussion and question and answer opportunities. Closed captioning will also be provided. To participate in the workshop, [sign up using this Zoom registration link](#). Space is limited so early signup is encouraged.

Anti-Racism and Anti-Bias Resolution and Equity Audit

For more than a year, the [Wellesley DEI Task Force](#) has reflected on Wellesley's cultures and practices, and how and where to begin incorporating DEI into government, institutions, and the community. As a result of these efforts, the task force is proposing that Town Meeting adopt an Anti-Racism and Anti-Bias resolution that is both aspirational and practical. It pledges to transform institutions, policies, procedures, and the workforce to reflect and honor diversity. The resolution also includes a request for \$100,000 of free cash funding for an equity audit that will provide a roadmap for this work.

The proposed resolution and equity audit funding request, Article 17 on the [2023 Annual Town Meeting warrant](#), is co-sponsored by the Select Board and the School Committee and supported by numerous town boards and committees. Read the [DEI Task Force Phase I Report](#).

The Racial Equity Group

Wellesley's workshop will be facilitated by Bird Guess, president of [The Racial Equity Group](#). For more than a decade, Guess has facilitated racial equity audits and advised organizations on how to make racial equity part of standard operating procedure. In June 2022, many Town of Wellesley staff members attended training seminars offered by The Racial Equity Group. In addition to Wellesley, the group has worked with a variety of public and private sector clients including the Town of Brookline, Massachusetts State Health Connector, Texas Instruments, University of Virginia, the Department of Defense, and others.

Please share the Zoom registration link below with any interested community members.

<https://us02web.zoom.us/meeting/register/tZAqcOutrzMqEtHOFPUu2tFEFkEmHpwrIt81>

For additional information or questions on the community Zoom workshop, contact the Select Board office at sel@wellesleyma.gov or call 781-431-1019 ext. 2201.

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