



TOWN OF WESTFORD  
**DIVERSITY, EQUITY AND INCLUSION  
COMMITTEE**  
TOWN HALL  
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# Westford Town DEI Committee Update Jan 26, 2021

# Agenda

TOWN OF WESTFORD  
**DIVERSITY, EQUITY AND INCLUSION  
COMMITTEE**

1. Charter
2. Progress
3. Results of Committee Interest
4. Subcommittees
5. Committee Structure
6. Next Steps

# Charter

TOWN OF WESTFORD  
**DIVERSITY, EQUITY AND INCLUSION  
COMMITTEE**

The Diversity, Equity and Inclusion (DEI) Committee will serve as an advisory committee to the Town of Westford and whose duties shall be to provide advice and recommendations to the Select Board and School Committee.

The Committee will identify needs around fostering acceptance and valuing diversity; and discourage prejudice and discrimination against any person, group, or any other status protected by law on account of race, creed, color, income, religion, national origin, ancestry, gender, sexual orientation, veteran status, age, or disability.

The Committee will review Town and school policies and procedures and make recommendations to ensure that they advance equity and diversity where the committee has identified deficiencies.

# Progress To Date



# Committee Interest Survey Results

Interests	Count
Indigenous People’s Day	8
Inequities in community ( ex: food insecurities)	4
Lack of affordable housing	2
Diverse workforce that’s reflective of the population. Hiring practices of town (and private businesses)	2
Lack of public commitment to DEI. Need to integrate DEI in town decisions including assessing, planning and implementation of services	8
Absence of a centralized complaint system for residents to report acts of discrimination or other DEI related concerns.	8
Need for cultural and community events	1
Need for increased social support and engagement for immigrant families	6
Need to hear from those groups that do not feel there's an issue	0
Need for more dialogue, transparency with WPD and how to handle complaints in improve trust with members of community	8
Overall lack of education in the town on DEI topics including : institutional racism, what diversity is, need anti-bias training, living while Black, need to celebrate individualism.	12

# Committee Interest Survey Results contd...

Interests	Count
Inequities in school that prevents full inclusion	8
Need for trusted adults for students of color in schools (and community)	9
Mental health for students (and address disparities in mental health)	3
Practices in place for when someone uses inappropriate language. Dialogue vs. fire/expel	4
Need for inclusion of people of color in school curriculum	4
Anti-racist education in schools and combatting bias/stereotypes in schools	11

# Survey Results Grouped into Subcommittees

<b>Sub Committees</b>	<b>Interests</b>
<b>School and Education</b>	<ul style="list-style-type: none"> <li>• Inequities in school</li> <li>• Need for trusted adult in school</li> <li>• Mental health for students</li> <li>• Practices in place for inappropriate language/behavior</li> <li>• People of Color in school curriculum</li> </ul>
<b>Community Outreach</b>	<ul style="list-style-type: none"> <li>• Inequities in community (e.g. food insecurities)*</li> <li>• Cultural and Community Events</li> <li>• Social support and engagement for immigrant families</li> <li>• Lack of education in the town</li> <li>• Dialogue with WPD*</li> </ul>
<b>Town Policies</b>	<ul style="list-style-type: none"> <li>• Indigenous People's Day</li> <li>• Inequities in community (e.g. food insecurities)*</li> <li>• Diverse workforce</li> <li>• Lack of public commitment to DEI</li> <li>• Absence of a centralized complaint system</li> <li>• Dialogue with WPD*</li> </ul>

\*The asterisk indicates topics that may overlap between committees.

# Committee Structure

**Advisor**  
 Anita Tonakam-Nyugen  
 MingQuan Zheng

Eric Barber-Mingo, <b>Co –Chair</b> Mamatha Jagannathan, <b>Co-Chair</b> Medha Palnati, <b>Co-Chair in Training</b>	Corrine Badenhoff, <b>Secretary</b> Anjali Rajput, <b>Secretary</b> Derek Lo, <b>Secretary in Training</b>
Seema Pulaskar, Point Person – <b>Document Management , Town DEI Web Page</b>	

**School and Education**

Haining Bao, Co-Chair  
 Derek Lo, Co-Chair

**Community Outreach**

Lawrence Bentley, Co-Chair  
 Corrine Badenhoff, Co-Chair

**Town Policies**

Jenny Kravitz, Co-Chair  
 Nancy Cook, Co-Chair

Eric Barber-Mingo  
 Medha Palnati  
 Yibing Li  
 Junwei Huang

Eric Barber-Mingo  
 Mamatha Jagannathan  
 Patricia Reppucci  
 Joe Diamond  
 Omar Laurino  
 Madonna Mckenzie  
 Jonathan Romig

Anjali Rajput  
 Scott Harkness  
 Seema Pulaskar  
 Joe Diamond  
 Kun Lou  
 Madonna Mckenzie  
 Joaquin Gargoloff  
 Anita Tonakarn-Nguyen

Note: One Committee member resigned due to personal reasons.

# Next Steps

## **DEI Committee**

- Discuss meeting schedule going forward
- Sub committee progress
- Committee visibility to community
- Brainstorm ideas for appropriate use of Lowell 5 Bank Donation

## **Sub Committees**

- Identify time and date for meetings
- Prioritize interests

Thank You