



TOWN OF DUXBURY
DEI COMMITTEE
*SELECTBOARD MARCH 2021 PROCLAMATION
UPDATES*

March 2021 Selectboard Proclamation



The Duxbury Board of Selectmen is committed to ensuring that our town is a safe and welcoming community that embraces diversity, equity, and inclusion. We unequivocally condemn discrimination in all its forms. As elected leaders, we recognize our responsibility to understand and address racial inequality and all other forms of discrimination in Duxbury.

Change starts at the local level, and better understanding and action in our own community can contribute to effective systemic change at the regional, state, and national levels. To that end, we will work to educate ourselves, town employees, and town residents on social and racial justice issues.

We will review our existing policies, practices, and procedures, and where necessary, we will enact changes to begin to build a stronger, more equitable community, including efforts to hire and retain a more diverse workforce.

We will work to ensure that Duxbury is a place where all individuals can live happily, free of fear, and with equal access to opportunities, regardless of race, religion, class, ethnicity, age, ability, sexual orientation or gender identity.



Purpose of this Resource



Purpose & Intention

Our Diversity, Equity, and Inclusion Committee is celebrating the vast amount of grassroots movement, events, and conversations that have taken place in our beloved community since our Selectboard's March 2021 Proclamation.

This high-level overview highlights both operational and attitudinal shifts within our community as it relates to our significant advancement in various town departments, institutions, and organizations as we continue to ensure Duxbury is a welcoming community that works towards establishing a sense of belonging for all.

How we define Diversity, Equity, and Inclusion



Definitions for Common Understanding

Diversity: The variety of personal experiences, perspectives, and values that arise from each person's unique visible and invisible identity*

**Identifying characteristics of identity include but are not limited to race, ethnicity, ability status, learning differences, sexual orientation, gender and gender identity, socioeconomic status, religion, language, national origin, and/or age.*

Equity: Equity ensures obstacle-free access, opportunity, and advancement for each individual.

Inclusion: The act of creating a sense of belonging and intentionally establishing environments in which all individuals are welcomed, respected, and affirmed by eliminating barriers that exclude or marginalize.

Updates



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Town Department



Town Department

Trainings attended by Town Employees:

- March 2023 – Workplace Harassment Prevention and Upstander Training – Attended by Police, Fire, HR, ROCCC and Town Manager Dept
- December 2023 – Supervisor Training conducted by HR Director
- Jan-Dec 2023 (available in 4 separate sessions) Preventing & Addressing Discrimination and Harassment in the Workplace)via Duxbury's insurance provider Massachusetts Interlocal Insurance Association (MIIA))
- Jan-Dec 2023 (available in 4 separate sessions) Cally Ritter Leadership Training

Trainings attended by Town Human Resources Staff

- Jan. 21 & 22, 2021 keynote at the MMA's 42nd Annual Meeting & Trade Show
- April 29, 2021 Massachusetts Municipal Human Resources HR101 Boot Camp
 - Job Descriptions: Bookending Responsibilities to Requirements: The series will cover core functions of the municipal HR office, including job descriptions, worker's compensation, workplace investigations, municipal leave laws, and diversity hiring policies, the diversity hiring policy developed by the city of Framingham and how municipalities can operationalize such a policy. Hamilton and Barros also shared their newly developed diversity hiring guide, which includes diverse hiring websites to use for recruitment, a diversity recruitment checklist, and sample interview questions.

Town Department

Trainings attended by Town Human Resources Staff

- Sept 23, 2021 Massachusetts Municipal Human Resources Fall Conference - The theme was “hitting the reset button,” and the conference included “rebranding” for municipalities, engagement and retention of a diverse workforce, revisiting the Massachusetts Equal Pay Act, and succession planning.
 - Revisiting the Massachusetts Equal Pay Act
 - Engagement and Retention of a Diverse Workforce
- Oct 22, 2021 Massachusetts Municipal Human Resources Remote Labor Relations Seminar - The first session will feature a keynote by Malia Lazu, an award-winning, tenured strategist in diversity and inclusion. She will focus on how municipal employees can create a workplace culture that will increase the effectiveness of diversity and inclusion efforts.
 - Keynote: Workplace Culture Change
- Feb 17, 2022 - Advancing Diversity in Public Safety - Fall Conference webinars cover diversity, equity and FMLA as a three-session webinar series on Oct. 15, 22 and 29. cultural humility and dexterity” training; Intersection of the Americans with Disabilities Act and the Family and Medical Leave Act; Pay equity

Town Department

Trainings attended by Town Human Resources Staff

- January 20 and 21, 2023 Massachusetts Municipal Association Meeting and Trade Show, 18 informative and timely workshops on key municipal issues that will be a central feature in Boston
 - Highlights: MMA's Municipal DEI Initiative
 - Reframing Recruitment
 - Getting It Right: How Municipalities Can Achieve Housing Goals
 - Hot Topics in Municipal Law*
 - The Latest in Labor Law*
- Oct. 27, 2023 Massachusetts Municipal Human Resources Labor Relations Seminar at the Devens Commons Center in Devens
 - Highlights: Opportunities for Municipal HR Departments in the Field of DEI; Panelists will discuss the field of Diversity, Equity and Inclusion (DEI), the opportunities it provides to municipal HR departments, and best practices for collaboration between DEI and HR staff; DEI & HR Roundtable
- Jan 11, 2024 Massachusetts Municipal Association Conflict Conversations: Empathetic Dialogue in Volatile Times

Town Department

Trainings attended by Town Human Resources Staff

- Jan 19, 2024 Massachusetts Municipal Association Meeting and Trade Show - A DEI workshop, “Diversity, Equity, and Inclusion: The Significance for Municipalities,” will be repeated during each of the conference’s three workshop sessions. Diversity, equity and inclusion is an emerging field in municipal spaces, and many cities and towns are at different stages in their journey, ranging from “where do we start” to implementing DEI into their policies, practices and organizational culture. Discuss how this important work impacts communities; Explore core DEI foundations; Recommend best practices based on a municipality’s level of need
- June 3 & 4, 2024 Racial Equity Institute Two [Day Phase I Workshop](#) - Workshop participants will dive into history, systems, structures, and institutions that have caused inequities and have socialized us to think and act in certain ways. This Workshop underpins implicit bias training and explores that which we were not taught during school that makes us biased. The Workshop will begin to answer the question: “Why do people have an implicit bias?” During the two-day Workshop, participants will have thoughtful time to reflect and reset their thinking on race, racism, and its history in our nation, institutions, and system.

Town Department

Massachusetts Municipal Association Seminars Attended by Town Human Resources Staff

- July 25, 2023 - Massachusetts Municipal Human Resources labor relations
- Sept 22, 2023 - Embracing Transgender and Nonbinary Employees in the Municipal Workplace
- Oct 19, 2023 - MMMA Committees in Action - Diversity, Equity & Inclusion
- Oct 19, 2023 - Multi-generational Dynamics in the Office

Committees Town Human Resources Director serves on:

- DEI Steering Committee
- Municipal Commission on Disabilities
- Interfaith Council
- Race Amity Committee

Council of Aging / Senior Center



Council of Aging / Senior Center

The Number one goal of the Long Range Plan of the Duxbury Senior Center is to Be a

Welcoming place for All: The Duxbury Senior Center will provide a welcoming environment where older adults can regularly engage, enrich, connect, and find a sense of purpose. We will welcome all generations who visit the Center with an aesthetically pleasing, comfortable space with places to gather, socialize, and work together to enhance the lives of older adults. The Center will promote a sense of belonging and inclusiveness. In addition, the Center will strive to include meaningful outreach to homebound and/or isolated seniors in our community with initiatives to continue to make services and connections available to them.

We have submitted the application to AARP for Duxbury to be an Age and Dementia Friendly Community. With the goal of making Duxbury livable for all people with all abilities.

- As part of this process, we survey the community. We have 1391 respondents.
- Based on results of the survey, residents are most concerned about Housing, Transportation, Mental Health and Communication/Information and Education on these issues.
- The Age and Dementia Friendly Task Force (that was appointed by the Select Board last fall) is working on a draft action plan with Joanne Zygmunt, Senior Planner from OCPC. We will receive a draft action plan Monday, 3/4/2024. Once reviewed, the committee will provide meetings for the community to provide feedback.
- Once all comments have been incorporated, a final Action Plan will be presented to the Select Board.

Council of Aging / Senior Center

Supporting the LGBTQ Community: We offer monthly programming for the LGBTQ Community. We have 204 people on our mailing. People join us from several communities on the South Shore.

Internships: 4 high school students/ with aides and 2 young adults, 1 with an aide and one that comes to the center independently; all with varying degrees of cognitive challenges working in the building. They are a wonderful addition to the senior center community.

Workshops:

- MIIA Rewards Preventing and Addressing Discrimination and Harassment in the Workplace (1 hour)
- Certificate of participation about Racial Equity from the Racial Equity Institute (16 hours)
- Attended Mental Health First Aider Training
- All Staff have completed the Dementia Friends Training

Duxbury Bay Maritime School



Duxbury Bay Maritime School

At DBMS, we believe everyone should have the opportunity to access our programs and feel included and supported in meeting their individual goals. We have taken the following steps to move closer to a more inclusive community:

- Formed a committee to brainstorm and explore short- and long-term program changes/enhancements
- Made structural changes and improvements to campus to facilitate access to more outdoor spaces for those with varying physical abilities.
- Reached out and incorporated feedback from subject matter experts
- Incorporated information from parents and tips from training into daily processes
- Increased scholarship opportunities from \$21,560 in 2019, \$13,033 in 2020 to \$32,000 in 2021 and over \$75,000 in 2023.
 - Continuing to fundraise to support the much needed scholarship aid to families and those in foster care. Thanks to the generosity of our donors, we were able to give a 45% increase in needs-based scholarships AND provide programming for an additional 400 kids (100% from outside of Duxbury) from Camp Wing and the Boys & Girls Club through [Maritime Adventures](#)

Duxbury Bay Maritime School

At DBMS, we believe everyone should have the opportunity to access our programs and feel included and supported in meeting their individual goals. We have taken the following steps to move closer to a more inclusive community:

- Safely re-ignited ACCESSAIL and managed health concerns with such an at-risk community of participants
 - With the help of our volunteers and the support from our donors, [Accessail](#) seats provided jumped to over 600 v. 220 in previous years - 60% were new to the program. 90% of those who attended are from outside of Duxbury and over 60% travel more than a half hour to attend programming.
- Implemented an introductory training program for staff
- Solicited feedback on training programs that will be incorporated into next year's training
- Established new relationships with the following community organizations and institutions: Boys & Girls Club of Marshfield, Sargent Child & Family Services, Perkins School for the Blind, Bridgewater State University and Brockton High School.
- Surveyed all participants (in process) and included a section for scholarship, outreach, and inclusion participants to see how we are meeting their goals and providing additional support

Duxbury Bay Maritime School

Diversity and Inclusion: How can we re-think and execute DBMS Outreach to broaden and deepen our connections to those in need in our community and ensure access for all?

- DEI meeting with Sam Baumgarten to connect with the Bridgewater community groups, Brockton High and Bridgewater State University athletic director
- Cat boats in working order and restarting access sail
- We doubled the amount of money given out in scholarships from this year to last year
- Sought out new partnerships with Sargent family services and boys and girls club
- DEI Comm. formed and our first DEI training day for seasonal staff
- Fragile Footprints partnership allowed families of lower income levels to enjoy DBMS together affordably
- Affordable rowing with singles program and monthly programs
- Senior center rowing clinic
- Larger financial investment in improving outreach equipment
- Block 10% of seats for scholarships
- Perkins job development program will help us understand how we can broaden our employment opportunities
- Working with social worker on program tools to help kids feel included even when stressed

Duxbury Bay Maritime School

DBMS Next Steps:

- Incorporate feedback into existing programs given our resources and capabilities
- Develop new meaningful programs as needed
- Search for additional funding sources for these programs
- Measure how we are improving and ways that we can continue to do so
- Expand our reach to more communities and increase our collaborations with other community groups

What we're really excited about:

- Beginning our Professional Placement Program with Perkins School for the Blind Job Developer, Karen McCormack, to help Perkins students gain professional work experience.
- Offering year-round access and programming to Crossroads for Kids through rowing and marine science.
- Working with BSU Fitness Center Director, Dan Rezendes (who is also a rower) and Karen Richardson, Department Chair of Health and Kinesiology on developing the following:
- Helping Brockton High School Athletic Director, Kevin Karo, start a rowing club for his student-athletes. Next step is meeting with the BHS Principal.
- Rowing clinics throughout the fall and winter for Veterans of the American Legion and Duxbury Post #223
- Continuing to find more Veterans and volunteers to support our 2+ year-old [Veterans Rowing](#) program, free to all Veterans and largely coached by volunteers.

Duxbury for All



Duxbury for All

Please click [here](#) for an overview of Duxbury for All's work!

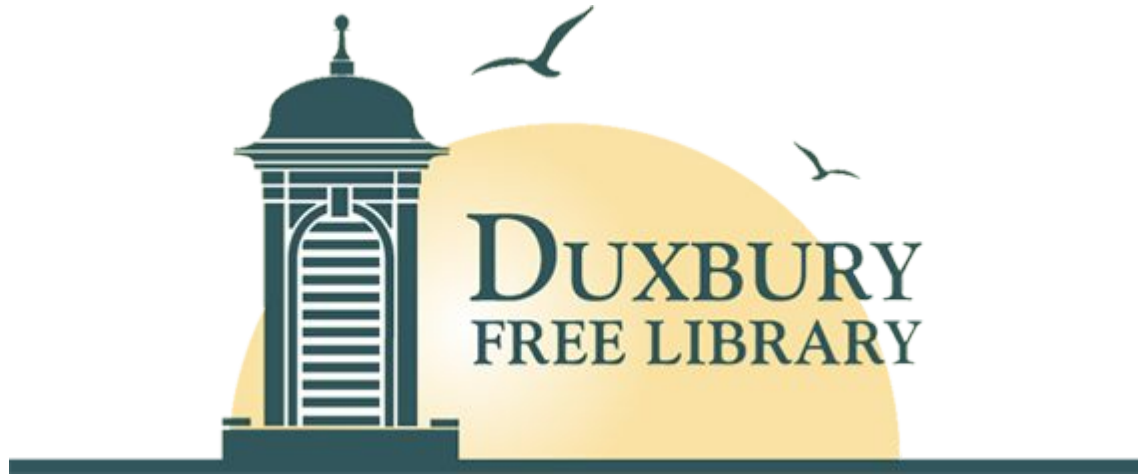


Duxbury Free Library



Duxbury Free Library

Please click [here](#) for an overview of Duxbury Free Library work!



Duxbury Police Department



Duxbury Police Department

The Duxbury Police Department has participated in a host of initiatives aimed at ensuring the members of our department are in line with and cognizant of the town's DEI efforts.

Here is a list of some of the programs we have been involved in:

- Mental Health Clinician: We participate in a grant in conjunction with the Marshfield and Norwell Police Departments that allows a mental health clinician to respond to calls for service and follow up with individuals requiring additional services.
- Crisis Intervention Training (CIT): Additional adult and juvenile based mental health training
- Bias-free Policing In-service training: Statewide Police curriculum
- Suicide Prevention Training
- Challenging Conversations: hosted an event (with officer participation) in the Duxbury Police Department training room in collaboration with Duxbury for All
- Frontline Supervisor Training: all new supervisors are required to attend upon promotion
- Human Resources (HR): Anti-workplace harassment training

Duxbury Rural and Historical Society



Duxbury Rural and Historical Society

Please click [here](#) for an overview of Duxbury Rural and Historical Society's work!



The
Duxbury
Rural & Historical
Society

Duxbury Public Schools



Duxbury Public Schools

Please click [here](#) for an overview of Duxbury Public School's work!



DUXBURY PUBLIC SCHOOLS

HOME OF THE DRAGONS

Duxbury Student Union



Duxbury Student Union

Holocaust Education: Learning about the Holocaust and Genocide Bills and what it means to advocate with State Rep Josh Cutler. The 7 week Summer Holocaust Symposium with the Lappin Foundation. We also facilitated 40 students from DHS to go to Gillette to the Together Beat Hate headquarters to meet football great Andre Tippett and learn about how social media narratives are spread in real time.

International Women's Network: On a personal level, Greet Magazine did a feature on International Women in Duxbury. It started as 25 women for a photo shoot on a bitter cold January day. Many more really interesting international women gathered for social events in the months following. There are more of us than anyone knew!

Duxbury Student Union

We've had some really impactful HIREDuxbury connections

- Matt from the Perkins School attended HIREDuxbury and enjoyed talking with employers about job functions that he could perform. We've scheduled a visit to the Talking Information Center in Marshfield on April 10th and they offered Matt a paid internship in August. He is still working there today. He has a volunteer job coach, Sean O'Connor (Nancy O'Connor's son) who is truly exceptional and has developed quite a friendship with Matt.
- Mamma Mias reached out following HIREDuxbury to help solicit donations of tents and sleeping bags for the homeless in Plymouth. Duxbury Boys and Girls Scouts stepped up with donations and we did a service trip to sort and pack "camping bundles" for people in need. This came about very quickly and was greatly appreciated.
- Jerry Nightingale was hiring Personal Care Assistants for his son and was so impressed to get over 20 names of interested candidates. He consequently hosted his own event with families of medically fragile and special needs children sharing what he had gained from the experience.

Check out the DSU [website](#) or Instagram (@duxstudentunion) for more information and ongoing events and initiatives!

Interfaith Council



Interfaith Council

Duxbury Interfaith Council work in support of the Selectboard's DEI-focused Proclamation in March 2021:

- 1990s No Place for Hate (No longer active as a separate entity): Offers community resources to counteract incidents of bigotry, racism, and ignorance and to promote respect for people of all backgrounds.
- The Interfaith Council and No Place for Hate are affiliated with Duxbury for All. The Duxbury Interfaith Council endorses, encourages, and morally supports, Duxbury for All and its mission to end systemic racism and all forms of prejudice in our community, and make Duxbury a safe, kind, and welcoming place by: Publicizing events and educational programs sponsored by Prejudice Free Duxbury and encouraging participation in/attendance at events and programs whenever possible
- 2020 Duxbury Race Amity Committee: Formed under the Duxbury Interfaith Council's No Place for Hate initiative. Educates the community about the rich tapestry of America's history in order to engage in meaningful public discourse on race relations while charting a course toward friendship and unity.

Interfaith Council

Duxbury Interfaith Council work in support of the Selectboard's DEI-focused Proclamation in March 2021:

- 2021 Duxbury Selectboard proclamation designating the second Sunday in June as Race Amity Day. To recognize that the people of our nation are its greatest asset, a day for our community and neighborhoods to join together in reflection on the beauty and richness of our diverse cultures and ethnicities with the spirit of amity toward one another.
- May 2, 2021 Duxbury Interfaith Council Community Gathering for Healing and Hope.
- May 5, 2021 Race Amity Zoom presentation: Award-winning race relations media producer, writer, author, and documentarian William H. 'Smitty' Smith, Ed.D. to view his WGBH documentary 'Race Amity: America's Other Tradition'. The film's perspective addresses racism through the themes of friendship and collaboration.
- Oct. 30, 2021, Duxbury Interfaith Council and Duxbury Senior Center community-wide gathering and reflection on the Pandemic. Our community endured shut-downs, isolation, a "loss of life and a loss of living," and yet, we came together in creative and caring new ways. Eventually, this Pandemic will end, and our community will have been remade by it.
- June 2022, 2023, and 2024 Duxbury Interfaith Council's Race Amity Committee and Duxbury Free Library's Race Amity Day celebration at the Library with games, art, music, and race amity educational materials.

Ongoing Annual Efforts of the Duxbury Interfaith Council:

Interfaith Council

Ongoing Annual Efforts of the Duxbury Interfaith Council:

- January, hosts interfaith Martin Luther King, Jr. breakfast and service
January, co-hosts with Council on Aging - Black Tie Bingo. Proceeds from the event benefit the fuel assistance fund for the Outreach Committee of the Council.
June, delivers opening remarks at High School Graduation Ceremony
- July, participates in the 4th of July Parade.
November, hosts Thanksgiving morning interfaith service at Bumpus Park.
Winter holiday gift card drive (provides about 135 Duxbury families with gifts)
- Spring holiday gift card drive (provides about 135 Duxbury families with gifts)
- June, scholarships for Duxbury High School Graduates
- Summer camperships for Duxbury children
- September, Teach, Learn, Care (TLC) backpacks and school supplies for families in need
- Interfaith community prayer services and candlelight vigils as needed

Rotary Club



Rotary Club

Our club was founded in 1950 and has been an important part of the Duxbury community ever since, providing opportunities to serve others and raising money for important causes.

- Duxbury Rotary was a key supporter of Club President Razia Jan when she founded her school for girls in Afghanistan, and we continue to support Razia's Ray of Hope Foundation.
- Every year we run events like Team Trivia Night and the Bluefish River Duck Race to raise funds for Duxbury High School scholarships and for our Good Neighbor Fund, which helps those in the community in need.
- In 2020 the Club partnered with Duxbury Interfaith Council to launch [Duxbury for All](#), an initiative that aims to address issues of Diversity, Equity & Inclusion in the town, to help make it a more welcoming community for all. Read DfA's [latest newsletter here](#). Our Club subscribes to Rotary International's commitment to [Diversity, Equity & Inclusion](#). View a summary of our [recent DEI initiatives here \(pdf\)](#).
- In 2021 Duxbury for All launched the Duxbury Afghan Resettlement Initiative (DARI) that raises funds and provides facilities to host an Afghan refugee family in town.
- In 2022 the Club added a Youth Programs Chair to begin collaboration with Duxbury Public Schools, and in 2023 we sponsored a new Boy Scout Troop in Town (Troop 1812).