

Advancing Diversity, Equity, Inclusion, and Anti-Racism Needs and Working Groups

Last updated: 12/6/2020

The DEI&AR subject is complex, and requires more research and activities for the town to discern what to do in response. The table below highlights various topics and comments on how the topic is more or less suitable for each type of working group: town-appointed, citizen-driven. It's possible that multiple groups will be needed and multiple types of working groups will be needed. Perhaps some are very short lived, and others are longer term.

Topics	What we want to know and why	What is the work like	Who does it
Current state demographics	<ul style="list-style-type: none"> —Define 'diversity.' Black, Indigenous, Hispanic, Asian (Middle East and East Asia) —Characterize today's state of diversity so that we can determine if future actions successfully lead to greater diversity. Where 	Info is public but needs to be assembled into a publicly available resource	<ul style="list-style-type: none"> —Town Staff —assistance from citizen volunteers
Diversity and affordable housing	<ul style="list-style-type: none"> —Describe the relationship between affordable (mid income and low income) housing in Lincoln and diversity. —What are the primary levers for driving additional diversity in Lincoln? —Must there be more affordable housing? What types of affordable housing should there be? —In what ways does Lincoln's pattern of housing and diversity differ from the norms of peer towns? 	Analyze public data and conduct additional research to address gaps.	—Citizen driven, so that the research and recommendations are received by Lincoln residents as a citizen-driven conclusion and not a government-sponsored conclusion.
Education - Staff	<ul style="list-style-type: none"> —What should <u>staff</u> know about what DEI&AR means? —What would <u>staff-staff</u> interactions and <u>staff-resident</u> interactions look if Lincoln was a terrific example of DEI&AR? —What is the best way to educate <u>staff</u> on DEI&AR? Must messages differ for any particular audience? 	Contact experts. Perhaps buy or create short experiences / learning modules that convey the messages. Facilitate forums for open questions.	<ul style="list-style-type: none"> —Town Staff —assistance from citizen volunteers —Citizen driven, so that the solutions for staff are extensible to other audiences like residents and employees and members of local entities.

Topics	What we want to know and why	What is the work like	Who does it
Education - Residents	<p>—What should <u>residents</u> know about what DEI&AR means?</p> <p>—What would <u>staff-resident</u> interactions and <u>resident-resident</u> interactions look if Lincoln was a terrific example of DEI&AR?</p> <p>—What is the best way to educate <u>residents</u> on DEI&AR? Must messages differ for any particular audience?</p>		<p>—Citizen driven because this topic is outside the typical constraints of municipal-sponsored education on policy or elementary / secondary school topics.</p>
Education - Local Organizations	<p>—What should <u>businesses, non-profits, and other local organization employees</u> know about what DEI&AR means?</p> <p>—What would <u>staff-employee</u> interactions and <u>resident-employee</u> interactions look if Lincoln was a terrific example of DEI&AR?</p> <p>—What is the best way to educate <u>employees</u> on DEI&AR? Must messages differ for any particular audience?</p>		<p>Same as above</p>
Celebration	<p>Recognize today's diversity in our town and celebrate it.</p>	<p>Event coordination. Communications.</p>	<p>Citizen-driven. Follow Bedford's model.</p>
Support	<p>Be a beacon of hope and courage for people feeling mistreated or need social services.</p>	<p>Office hours for listening and advising. Advocacy to different town entities for explanations and assistance.</p>	<p>COA, LPS, PRD, LPD, BOS, Citizen-driven committee active in above</p>

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Action	Based on conclusions and data from above, discern what the town will actually do to increase DEI&AR in Lincoln (and the region).	<ul style="list-style-type: none"> —Facilitate public’s understanding of alternatives for increasing DEI&AR in Lincoln —Facilitate prioritization of capital investments in DEI&AR relative to other capital plans. —Consolidate Lincoln’s existing Long Range Plans (land, open space, recreation, schools) including DEI&AR. 	BOS, with option for a town-appointed committee