



Hello, my name is Rob Stringer, co-Chair of the IDEA Committee and welcome to the IDEA Committee portion of the State of the Town Charette. The purpose of this format is to engage with Lincoln Residents and to get your feedback on the work we have been doing over the past year and to help us set a direction for the future. Thank you very much for joining us today. There are seats with armrests for those that need them.

## Committee Members

### **Appointed Members**

- Gray Birchby: LSRHS Representative
- Abigail Butt: Director, Council on Aging & Human Services
- Jennifer Glass: co-Chair, Select Board
- Tim Higgins: Town Administrator
- Ken Hurd: At-large
- Russell Kramp: At-large
- Becky McFall: Superintendent, Lincoln Public Schools (retired August 2023)
- Margaret McLaughlin: At-large
- Rob Stringer, co-Chair: At-large
- Albert Uriah Turner: At-large

### **Liaisons**

- Kristen Ferris: METCO Coordinating Committee
- Melissa Roderick: Director, Lincoln Public Library
- Abbey Salon: Welcome, Inclusion, Diversity, & Equity (WIDE)
- Detective Ian Spencer: Public Safety
- Becca Fasciano: Conservation Commission
- Neil Feinberg: Housing Commission

The Inclusion, Diversity, Equity and Anti-Racism Committee was formed by the Town Selects in May of 2021 and is comprised of appointed members of the public and liaisons from other town committees and civic groups. If you are interested in the work we are doing and would like to join us, please see me or one of us after the event. We'd love to listen to you.



## Town Vision Statement

**Lincoln is a town that cherishes its rural, agricultural character, its small-town heritage, its open space, and its historical legacy. The Town is committed to:**

- ❖ Achieving a balance between preserving these values while making reasonable provision for citizens' safety and convenience;
- ❖ Fostering economic, racial, ethnic, and age diversity among its citizenry through its educational, housing and other public policy;
- ❖ Excellence in its public educational system; and
- ❖ The Town Meeting form of government and the traditions of civic leadership and volunteer public service.

I joined the IDEA Committee because it felt that it offered Lincoln an opportunity to find and listen to voices in town that might not be regularly heard, but that will help us achieve our town vision statement. Working alongside other civic groups like WIDE and the First Parrish's Racial Justice Group, the IDEA Committee is charged with identifying where we as a town are in our vision to foster economic, racial, ethnic and age diversity and then to act to close any gaps from where we are to where we want to be to make Lincoln a town we can all cherish. Our lens is through town government. The hiring of full time town staff, the election and appointment of volunteer board members, and the policies and plans that make up the framework for life and government in Lincoln.

## IDEA Committee

Select Board established IDEA  
in May 2021

Select Board approved \$100K of  
ARPA funding to hire a consultant

Racial Equity Group/Elite Research  
hired in November 2022

Public Forum February 2023



The IDEA Committee was allocated American Rescue Plan funds by the Board of Selects and we the Committee chose to hire a consultant, The Racial Equity Group along with Elite Research, that has worked around the country as well as with other Massachusetts municipalities to help us with gathering current point-in-time data through surveys, focus groups and training, identify gaps from where we are based on the data vs. where we want to be in our vision statement and then come up with an action plan to prioritize and act. Today's meeting is intended to give you, the residents of Lincoln, an opportunity to see the results of the data gathering and to help us prioritize where you think Lincoln can best invest in its vision of the future without leaving anyone behind.

Please join me in welcoming Bird Guess, President and Founder of the Racial Equity Group and Rene Paulson, President and Founder of Elite Research to Lincoln to present their findings and then to moderate some breakout sessions where you can help guide our future.

# Roadmap to Inclusion, Diversity, Equity & Antiracism (IDEA)



## EMPOWERED TO ADVANCE IDEA Applying Tools and Best Practices

- Lincoln leadership, board and committee member training on identifying disparities and inequities within Town operations including; employment, services and programs, purchasing and procurement, community engagement

## LEADING WITH DATA

### Audit Assessment, Focus Groups, Community Survey, Gap and Barrier Analysis

- Administered staff, board and committee survey assessing Lincoln against best practices for advancing IDEA
- Conducted focus groups and community survey with residents, staff and elected officials to understand their lived experiences within the Town
- Developed gap and barrier analysis to identify Lincoln's greatest challenges and opportunities to advance IDEA based on best practices

## FOUNDATIONAL TRAINING

### Shared understanding, knowledge, language around IDEA

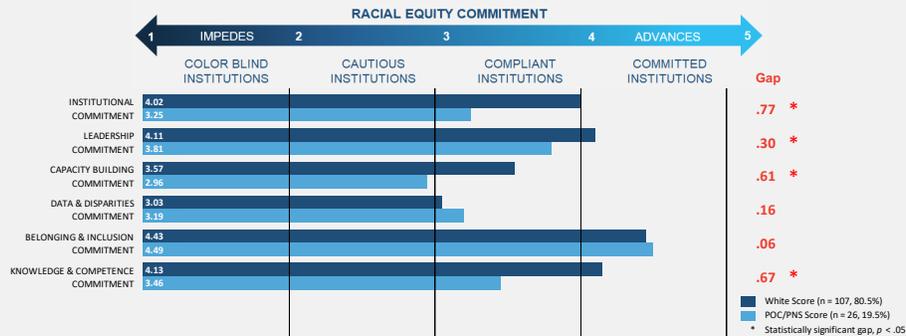
- Lincoln leadership, board and committee member training on why racial disparities and inequities exist and persist
- Discovered how Lincoln used exclusionary practices 10 years after Town's founding (common practices; warning out)
- Identified how biases impact social interactions and decision-making

## MAKING IDEA STANDARD OPERATING PROCEDURE

- Lincoln leadership, board and committee member training on evaluating municipal Racial Equity action plans
- Practice developing effective sample IDEA action plans with clear goals, accountability and metrics
- Develop Lincoln's IDEA official action plan

## Summary of Findings from IDEA Audit Assessment

- 83 percent response rate: staff, board and committee members
- **Leverage and reinforce** existing **strong culture of belonging and inclusion**
- **Strengthen Data and Disparities:** Develop a process for collecting data disaggregated by race/ethnicity across Town operations
- **Strengthen Capacity building:** Partner with external organizations to advance IDEA (e.g. nonprofit organizations, professional associations)
- **Strengthen Institutional commitment:** Develop scorecards and key metrics for tracking IDEA progress



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## Summary of Findings from IDEA Focus Groups

- Staff, volunteers, residents concerned about **getting the entire town on board for IDEA** efforts
- Lack of diversity and diverse interactions within Town
- **Improve affordability** and variety of housing options within Lincoln to promote IDEA (e.g. race/ethnicity, income, education, age)
- Town Reputation: Participants felt people of color from other towns perceive Lincoln as exclusive and elitist
- **Improve representation of different cultures** for Town events and activities
- Biases and lack of awareness more than racism, during social interactions between different racial groups

Participant Counts			
	May 15, 2023	May 16, 2023	Total Count
Staff	7	5	12
Board	5	3	8
Residents	4	2	6
Total # of Participants	16	10	26

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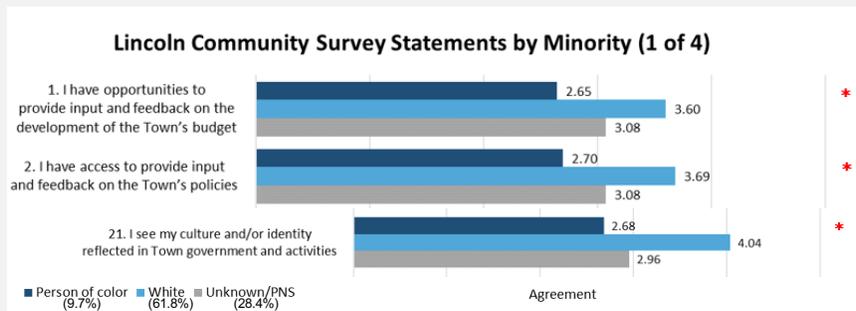


## Summary of Findings from IDEA Community Survey

- 422 stakeholders responded:
  - 92 percent **agreed they have access** to fire, police, and emergency services
  - 86 percent **agreed they are treated fairly and respectfully** by Town employees

The largest statistically **significant gaps between people of color and White participants** are listed below:

- opportunities to provide input and feedback in developing the Town's budget (Q1)
- input and feedback on the Town's policies (Q2)
- belief that they see their culture and/or identity reflected in Town government and activities (Q21).



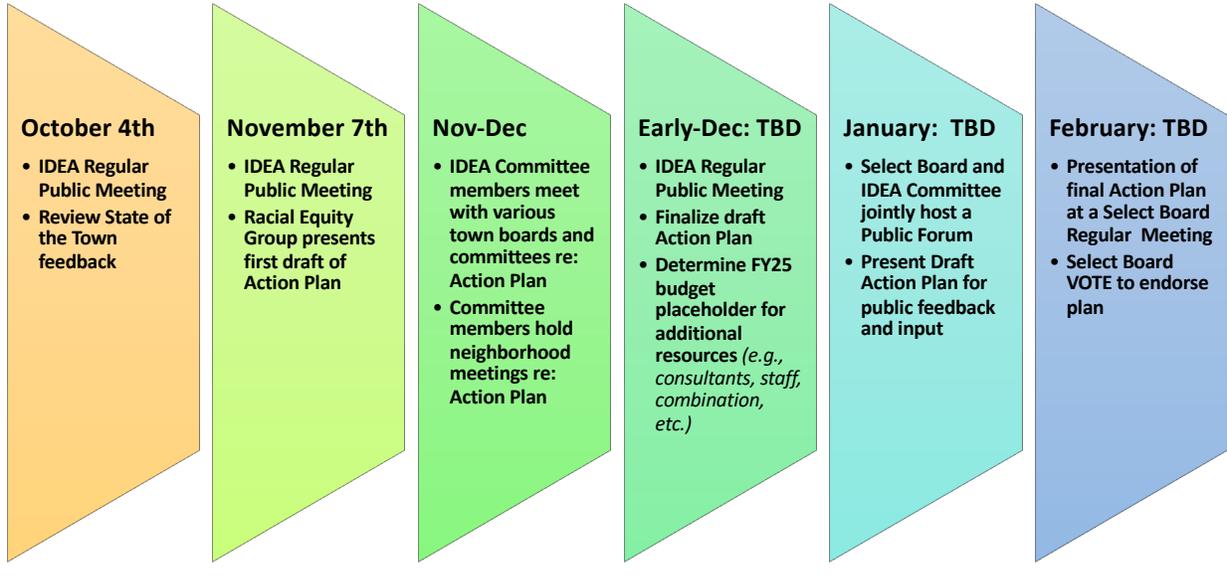
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## Next Steps...

- Identify the Town's Inclusion, Diversity, Equity and Antiracism (IDEA) challenges
- Gather resident feedback to help the Town prioritize IDEA challenges
- Inform the Town's action plan to resolve high-priority IDEA challenges

## Project Timeline



## Breakout Discussion

Look at the actions and the predicted staff/volunteer time and budget that might be needed for implementation.

**Consider the following:**

- Are you willing to use **town resources** (staff, volunteer time, budget) to implement the plan?
- Which **actions** do you think would have the most impact? Why?
- Are there other actions (that are not on this list) that you think should be part of the plan?



# Possible Actions

COMPETENCIES	ACTION	Needs Staff & Volunteers -   	Needs Budget \$ - \$\$\$
Institutional Commitment	1. Establish a <b>part-time or full-time position</b> , with required budget and resources, responsible for integrating and monitoring the action plan into the Town's work.	  	\$\$\$
Institutional Commitment	2. Establish a <b>standing committee</b> with the authority to measure and monitor equity and to make recommendations to senior management and boards/committees.	 	\$
Leadership Commitment	3. Develop a <b>tool that provides ALL boards and committees with an explicit approach</b> to considering the equity and impact of current and future policies and bylaws; train all boards to use the tool.		\$\$
Capacity Building Commitment	4. Develop a set of expectations for how all boards and committees <b>recruit</b> new members: communicate openings; skills required; how the appointment/election process works.		\$
Data & Disparities Commitment	5. Ask boards and committees to <b>evaluate their work through an equity lens</b> and to embed a description of their equity work into the Annual Town report.	 	\$
Data & Disparities Commitment	6. Develop a process for <b>regularly collecting data</b> disaggregated by race/ethnicity and other factors considered significant based on initial survey results; use data to identify disparities.	 	\$\$
Data & Disparities Commitment	7. Data Dashboard – <b>create a regularly-updated dashboard with key metrics</b> ; make it easily available to departments/boards/residents.	 	\$
Belonging & Inclusion Commitment	8. Establish a <b>way for staff and residents to safely report issues</b> ; establish expectations about how issues might be resolved.	 	\$
Belonging & Inclusion Commitment	9. Town Communications – invest in <b>website redesign and maintenance</b> to make it more accessible and to clearly communicate Town's equity work; develop other town communication tools to reach more residents.	 	\$\$
Knowledge & Competence Commitment	10. Provide <b>regular racial equity training for staff, board, and committee members</b> .	  	\$\$



Thank you!