

Special Town Meeting 2020-2

Article 8:

Systemic Racism

Acknowledgements

People and land acknowledgement

Presentation Team

Jodi Finnagan, Tanya Gisolfi, Pam Hoffman, Vineeta Kumar,
Deborah Strod and Weidong Wang

Special thanks to

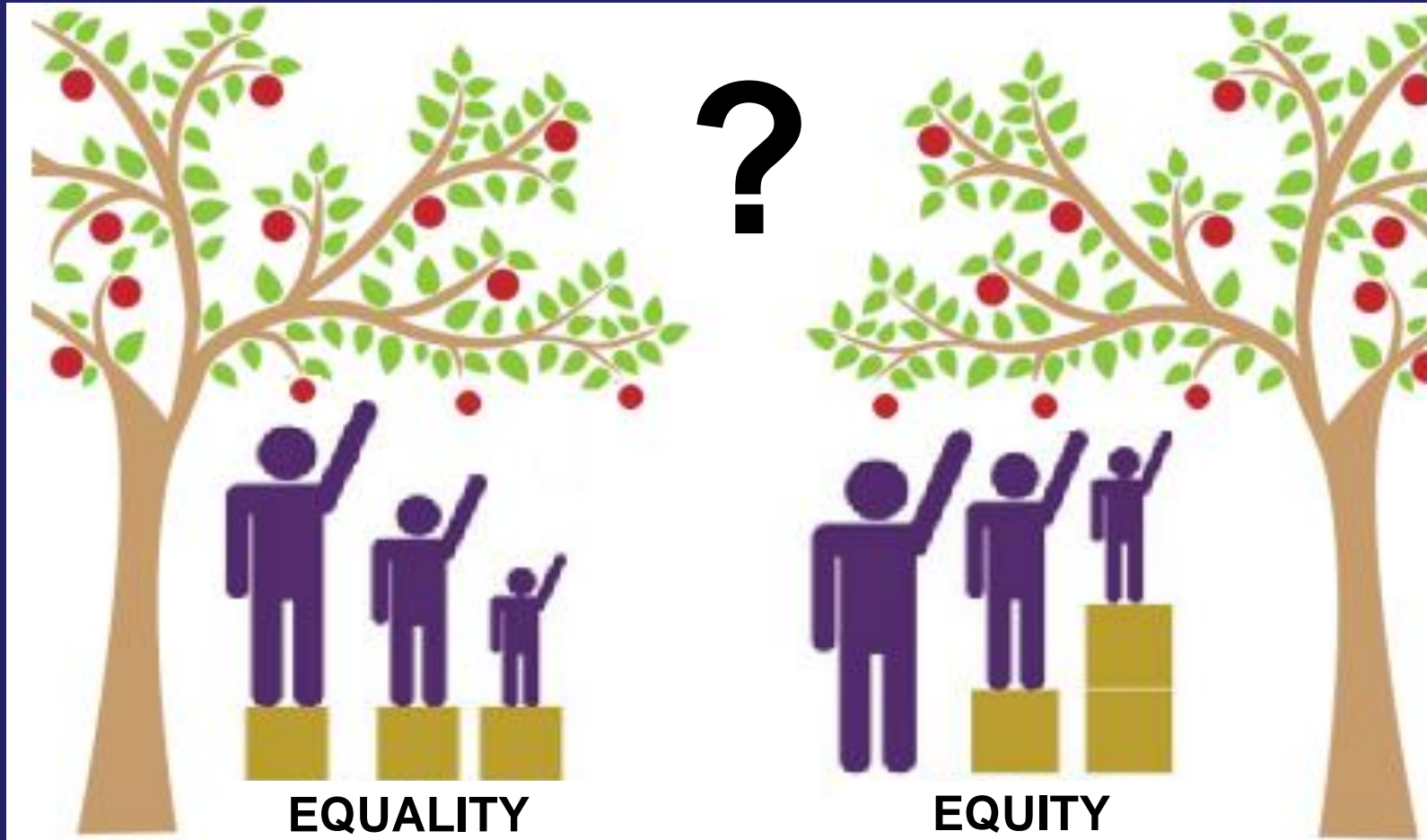
- those who helped us get to this point
- >200 residents who signed the petition

Purpose

- **Affirm** positive visions of Lexington
- **Address** legacies of exploitation
- **Enhance** the Town's responses
- **Express** the voice of Town Meeting
- **Create** a legacy for future generations

A SYSTEMIC RESPONSE TO A SYSTEMIC PROBLEM

Equity Impacts



Systemic Racism and White Privilege

Systemic Racism

- a system of advantages which gives privilege and power to one racialized group over another, intentional or not

White Privilege

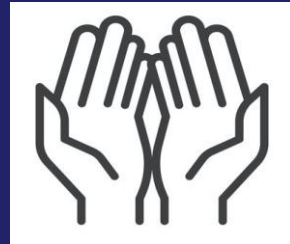
- when people racialized as white are as a group privileged or empowered over other groups, and have an absence of various inconveniences or obstacles in daily life based on lighter skin color

Racial and Other Equity Impacts

Example


Black Lexingtonians experience or report:

- >% COVID-19 cases
- differential AP access and school discipline
- being profiled
- trauma from deaths of Black people at the hands of police in other communities



I SAY "BLACK LIVES MATTER" BECAUSE "ALL" DIDN'T COVER BLACK WHEN THEY SAID "ALL MEN ARE CREATED EQUAL."

I SAY "BLACK LIVES MATTER" BECAUSE "ALL" DIDN'T COVER BLACK WHEN THEY SAID "WITH LIBERTY AND JUSTICE FOR ALL."



I SAY "BLACK LIVES MATTER" BECAUSE THEY'RE STILL STRUGGLING WITH THE DEFINITION OF "ALL."

Credit: multiple sources, no attribution found

Equity Impacts Endure

Financial

Physical Health

Mental Health

Cultural loss

Examples of Ongoing Responses

- Cary Library Social Justice Book Group • Town/IAL/CAAL representation work • Dismantling Racism • Human Rights Committee (LHRC) • LPD de-escalation training • LPS DEI initiative and director • Sharon Wong-Chan/Sara Harrington Diversity Work award • Select Board agenda item • “I’m not a Racist, Am I?” sponsored by PTO/A and others • Human Services web page • Lexington Community Coalition • LexPride • Food Pantry • LexRAP • Declaring systemic racism a public health crisis • LexChat • Together We Rise • Unseen & Unheard report • LPD Restorative Justice & Diversion programs •

and, still we need

A SYSTEMIC RESPONSE TO A SYSTEMIC PROBLEM

a) consider racial and other equity impacts in all decisions and planning processes, in order to work toward dismantling systemic racism and white privilege



b) take action to integrate racial equity tools and concepts into routine operations and policy-making

ASK QUESTIONS

Who is deciding the goals, parameters, or features of this policy?

What do data analyses say about where inequities have manifested due to previous policy changes?

Who has access, physically, economically and socially...?

c) build capacity to collect, interpret and act on data related to inequities, particularly those related to health, housing, education, policing, representation, and economic and environmental justice

Some local data sources

- Unseen and Unheard report
- COVID-19 statistics
- Discipline statistics
- Food Pantry statistics
- LexHAB & Housing Authority statistics
- AP class statistics

d) develop and implement a comprehensive racial equity plan with public input, to include staff training, hiring practices and public education



ALL ACES, INC.



Article 8: Systemic Racism

Resolved:

That the Town

- (a) consider racial and other equity impacts in all decisions and planning processes in order to work toward dismantling systemic racism and white privilege;
- (b) take action to integrate racial equity tools and concepts into routine operations and policy-making;
- (c) build capacity to collect, interpret and act on data related to inequities, particularly those related to health, housing, education, policing, representation, and economic and environmental justice; and
- (d) develop and implement a comprehensive racial equity plan with public input, to include staff training, hiring practices, and public education;

all with the goal of making Lexington a truly equitable community.

Thank You

**“If you have come here to help me,
you are wasting your time.
But if you have come because your
liberation is bound up with mine,
then let us work together.”**

*- Lilla Watson, Indigenous organizer, activist, academic and artist,
referencing a collective belief*

Please vote YES!