



**Town of Concord**  
**Diversity, Equity and Inclusion Commission**

Agenda

Wednesday, December 3, 2025

11:00 am – 12:30pm\*

Goodwin Forum of the Concord Free Public Library, 129 Main Street

Join Zoom Meeting:

<https://us02web.zoom.us/j/89187919697?pwd=jq2tvzidXtMnf1bcUwKak88angnQkx.1>

**Meeting ID:** 891 8791 9697

**Passcode:** 151864

1. Call to Order
2. Approval of Minutes
  - November 18, 2025
3. Chairs Updates
4. Commission Charge Update
5. Public Comment
6. Adjournment

*\*Community Coffee following this meeting, 1:00 – 3:00pm*

**Town of Concord**  
**Diversity, Equity, and Inclusion Commission**  
**Meeting Minutes**

November 18, 2025

4:00 p.m.

55 Church St, West Concord

Hybrid Meeting (Zoom / In-Person)

**1. Call to Order and Approval of Minutes**

Meeting called to order at 4:00 PM. A quorum was present.

**Members Present:** Andrea Foncerrada (Co-Chair), Rose Cratsley (Co-Chair), Agnes Lubega-Kalisa, Joe Palumbo, Brian Farber, Jimi Two Feathers, Nancy Brown (virtual), Ji Orloff

**Member Absent:** Josh Lee

**Guests:** Michael Williams (school liaison, virtual), Mark Howell (Select Board liaison, virtual)

October 24, 2025 minutes approved unanimously.

**2. Chairs Updates**

**School Leadership Meeting:** Recent meeting with school leadership resulted in agreement for mutual promotion of cultural events, published events calendar on DEI website, and ongoing youth advisory engagement discussions with eligibility criteria forthcoming.

**Select Board Liaison Meeting:** Met with new liaison Mark Howell to develop a work plan draft with two categories: foundational/systemic annual activities and new community-based initiatives.

**Proposed Work Plan Activities Reviewed (Not Final):**

- #ConcordSafe awareness campaign (Brian Farber leading)
- Education programs on antisemitism, racism, LGBTQ+ rights
- Mandatory anti-bias training for officials and employees (Agnes Lubega-Kalisa leading)
- Community Coffee series (quarterly, police-sponsored)
- Election candidates forum (annual)
- Concord Pride/Pride Fest (Joe Palumbo as representative)
- Juneteenth Day celebration
- India Day/Diwali/Holi Celebrations

- Hanukkah celebration 2026 (Brian Farber leading on behalf of the commission)
- 12-month community webinar series (Andrea Foncerrada leading)
- Commission office hours (DEI consultant plus rotating commissioners)
- Accessible multilingual town communications
- Culturally competent mental health support services
- Event support form for community proposals (Brian Farber created a Google Form for structured intake; Town Liaison to post publicly)

**Lunar New Year Festival Request:** Presented by Agnes Han (CCHS teacher), Yvette Fang (C4 President), Evan Wang (CCHS senior) The third annual event attracts 400-500 attendees, provides cultural education and student leadership opportunities.

**The commission unanimously approved \$1,500 in support.**

### **Leadership Changes**

- Select Board liaison changed from Paul Boehm to Mark Howell
- Brian Farber appointed clerk, replacing Ji Orloff

### **3. Update Commission Charge**

Andrea Foncerrada reported research of 351 Massachusetts municipalities: of 104 with DEI bodies, 66 have formal charges but only Bedford explicitly names anti-Semitism. Draft incorporating anti-Semitism language will be posted for public comment by the week's end. Timeline: public feedback closes December 2, Commission vote December 3, Select Board submission December 22.

### **4. #ConcordSafe Campaign Update**

Brian Farber reported the town will host a site at minimal cost (~\$20/year). ConCORDsafe.org domain will redirect to the town. Once the QR code is finalized, materials can be ordered. The communications plan includes the Chamber of Commerce, interfaith leaders, schools, and Minuteman Media Network.

### **5. Bias and Hate Incident Reporting Work Group Update**

Agnes Lubega-Kalisa reported work group (meeting the same evening) will develop a safe, accessible, confidential reporting system. Research phase examining other municipalities. Two meetings monthly with community engagement through forums and focus groups.

### **6. Upcoming Events**

- LGBTQ+ Social: November 21, 5:30 PM, COA (monthly last Thursday)
- Human Rights Council Tea: November 23, 2:00 PM, Goodwin Forum
- Community Coffee: December 3, 1:00-3:00 PM, Goodwin Forum (youth-focused theme on advocacy/allyship, hot chocolate and cookies for students)

## **7. Future Meetings**

- December 3, 11:00 AM, in-person, Goodwin Forum
- January 7, 2026, 6:00 PM, virtual

## **8. Public Comment**

Community members: Melinda Kulish and Erica Chang expressed support for the Lunar New Year Festival and multilingual communications.

Kristin Martinez raised questions about the incident reporting system implementation and legal concerns.

A resident welcomed acknowledgment of ageism while noting Concord's strengths for older residents. The commission discussed ageism and ableism as often-overlooked forms of discrimination.

**Meeting adjourned.**

**Minutes submitted by Brian Farber, Clerk**

**Approved: August 16, 2021**

**Amended: September 7, 2021**

**Revised: December 2025 with community feedback.**

## **Diversity, Equity, and Inclusion Commission Charge**

### **A. Purpose**

The purpose of the Diversity, Equity, and Inclusion Commission (DEI) is to increase cooperation, understanding, and dialogue among residents of diverse cultural, religious, socio-economic, racial, and ethnic backgrounds, **as well as diverse sexual orientations and gender identities**, and to promote inclusion throughout the town. The Commission shall also critically consider intersections among these groups to facilitate learning, understanding, and unity. The goal is for everyone who lives in Concord, works in Concord, attends school in Concord, participates in a Concord faith community, or visits Concord for whatever reason to be welcomed, valued, respected, and heard.

Diversity refers to population groups that have been historically underrepresented in socially, politically, or economically powerful institutions and organizations **or have historically been subject to discrimination, bias and prejudice**. These groups include, but are not restricted to, populations of color such as African Americans and **Black people**, Latinx, Hispanics, Native Americans and Alaska Natives, Asian Americans, and Pacific Islanders; **religious groups who have faced systemic discrimination, marginalization, and persecution including Jewish community members; lesbian, gay, bisexual, and transgender populations; people with disabilities**; and individuals and groups distinguished by their ethnicity, native or indigenous origin, culture, religion, belief system, **immigration status**, marital status, **sexual orientation and gender identity**, parental status, socioeconomic status, **age, sex**, appearance, language, accent, education, or nationality.

Equity is an approach based in fairness **that aims to give** everyone equal opportunity; this means that resources may be divided and shared unequally to make sure that each person has a fair chance to succeed. Equity **considers** that people have different access to resources because of a system of oppression and privilege. Equity seeks to balance that disparity and **prioritizes efforts toward building a society** in which the most underserved and marginalized among us has as much of an opportunity to succeed as the most well-served and advantaged. By taking the various advantages and disadvantages that people face into account, **we work to build a community** in which every person has an equal opportunity to succeed **and make a meaningful impact**.

Inclusion is the dynamic state of operating in which diversity is leveraged to create a healthy, high-performing organization and community. Inclusion refers to the degree to which diverse individuals can participate fully in the decision-making processes within **the Town and community**. An inclusive environment ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued for who they are and for their contributions toward **community** and societal goals.

**The Commission works to create and maintain a welcoming community free from bias, prejudice, and hate. The Commission addresses bias-motivated conduct and hate incidents**, harmful actions or expressions directed at individuals or groups based on their sex, race, color, gender identity, religion, national origin, age, ancestry, sexual orientation, disability, **immigration status** or health-related condition. **This includes, but is not limited to, preventing and responding to racism, classism, ableism, antisemitism, Islamophobia and other forms of religious bigotry**, homophobia, xenophobia, **anti-Asian hate, anti-Arab hate, ageism**, transphobia, sexism, and all other forms of oppression; as well as addressing hate incidents such as vandalism of religious and cultural institutions (such as churches, synagogues, mosques, and temples), display of hate symbols (such as swastikas, burning crosses, or nooses), threatening of physical violence based on one's identity, and other bias-motivated behaviors that harm and create a hostile environment for community members to live and work.

## **B. Membership**

The DEI Commission shall be comprised of nine (9) voting members appointed by the Select Board for three-year, staggered terms (with terms of one-third of the members expiring each year). Members will be Concord residents who demonstrate the qualifications necessary to fulfill the Commission's mission and duties as outlined in this charge and who reflect the diversity of the community. **An active outreach and recruitment program shall be conducted to ensure that all residents are aware of appointment opportunities**, with the goal that the majority of members shall be from historically underrepresented groups (as defined in the Purpose). The Select Board shall consider each applicant based on their individual qualifications to serve on the Commission.

## **C. Duties and Responsibilities**

The Diversity, Equity and Inclusion Commission shall:

- Gather first-hand experiences in Concord from historically disenfranchised and underrepresented populations (including racial, ethnic, religious, gender, etc.).
- Address bias, hate and discrimination incidents affecting the community and provide support to affected individuals and communities.
- Provide training for committee members to self-examine and recognize their own experience with historically disenfranchised populations and unconscious bias.

- Facilitate discussions and education forums for Concord residents and employers about issues of diversity, equity, and inclusion.
- Provide observations and identify areas of systemic racism and discrimination in Concord.
- Develop recommendations of steps to be taken as individuals, organizations, and as a community to combat all forms of bias and embrace greater diversity, equity, and inclusion in Concord.
- Develop strategies and tools to assess the current climate in Concord regarding race, religion, gender, and other protected characteristics (through surveys or other fact-gathering means) and to measure progress.
- Identify ways to promote awareness, engagement, and community building around diverse experiences and to create a more inclusive, welcoming community where everyone feels safe and valued.
- Work in conjunction and in cooperation with Town **and School Leadership**, other community, cultural and faith groups, **and human rights entities in other municipalities that are addressing DEI issues**, to optimize the availability and use of resources and share best practices.
- **Establish subcommittees or working groups as needed to carry out the Commission's work, and appoint liaisons to facilitate coordination with key stakeholders and relevant groups.**
- Suggest town-wide events or activities that foster cultural awareness and increase participation of underrepresented populations on government boards and committees.
- **Develop and maintain an annual strategic plan with specific goals, measurable outcomes, and timelines to guide the Commission's work and track progress toward achieving diversity, equity, and inclusion in Concord.**
- **Recommend trauma-informed mental health support services and culturally competent counseling for individuals and communities impacted by bias, hate, and discrimination incidents.**
- **Recommend staffing and financial resources needed to support the Commission's administrative and programmatic activities.**
- **Assist the Select Board in recruiting diverse applicants for membership on all other appointed town boards and committees, and support Town departments in diversifying their workforces.**
- Report to the Select Board periodically, and no less frequently than once every 6 months, on progress made in identifying obstacles toward achieving DEI in Concord. **Prepare and submit an annual written report on the Commission's activities, progress, and recommendations, and hold a public forum to review and discuss the report with the community.** Make recommendations to the Select Board to address problems that have been found and assist with implementation of recommendations, as appropriate.
- In conjunction with the Select Board, periodically review and update the Commission's charge, to assure that its ongoing work is meaningful, targeted, effective, and appropriate.

#### **D. Other Considerations**

Members shall choose a Chair and Clerk. All meetings shall comply with the provisions of the Open Meeting Law, the Public Records Law, the Conflict-of-Interest Law, and all other applicable laws and regulations of the Commonwealth and the Town of Concord.

DRAFT

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**Re: DEI Commission Charge - Feedback**

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**From** [REDACTED]  
**Date** Sun 11/30/2025 4:39 PM  
**To** DEI <dei@concordma.gov>  
**Cc** Paul Boehm <pboehm@concordma.gov>; Mark Howell <markhowell@concordma.gov>

You don't often get email from aeluri@gmail.com. [Learn why this is important](#)

To Whom it May Concern,

I am writing to provide feedback on the DEI Commission Charge approved on August 16, 2021 (as amended on September 7, 2021) and revised in November 2025. I respectfully request the below changes **in red** to the DEI Commission Charge.

Respectfully,



## **Diversity, Equity, and Inclusion Commission Charge**

### **A. Purpose**

The purpose of the Diversity, Equity, and Inclusion Commission (DEI) is to increase cooperation, understanding, and dialogue among residents of diverse cultural, religious, socio-economic, racial, ethnic, **and sexual orientation and gender identity backgrounds**, and to promote inclusion throughout the town. The Commission shall also critically consider intersections among these groups to facilitate learning, understanding, and unity. The goal is for everyone who lives in Concord, works in Concord, attends school in Concord, participates in a Concord faith community, or visits Concord for whatever reason to be welcomed, valued, respected, and heard.

Diversity refers to population groups that have been historically underrepresented in socially, politically, or economically powerful institutions and organizations. These groups include, but are not restricted to, populations of color such as African Americans and Blacks, Latinx, Hispanics, Native Americans and Alaska Natives, Asian Americans, and Pacific Islanders; **religious minorities including Muslim and Jewish community members; lesbian, gay, bisexual, and transgender populations; people with disabilities**; and individuals and groups distinguished by their ethnicity, native or indigenous origin, culture, religion, belief system, **immigration status**, marital status, parental status, socioeconomic status, **age, sex**, appearance, language, accent, education, **sexual orientation, gender identity**, or nationality.

Equity is an approach based in fairness to ensuring everyone is given equal opportunity; this means that resources may be divided and shared unequally to make sure that each person has a fair chance

to succeed. Equity takes into account that people have different access to resources because of a system of oppression and privilege. Equity seeks to balance that disparity. Equity prioritizes efforts to ensure the most underserved and marginalized among us has as much of an opportunity to succeed as the most well-served and advantaged. By taking the various advantages and disadvantages that people face into account, we work to ensure that every person has an equal opportunity to succeed.

Inclusion is the dynamic state of operating in which diversity is leveraged to create a healthy, high-performing organization and community. Inclusion refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group. An inclusive environment ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued for who they are and for their contributions toward organizational and societal goals.

**The Commission works to create and maintain a welcoming community free from bias, prejudice, and hate. The Commission addresses bias-motivated conduct and hate incidents, harmful actions or expressions directed at individuals or groups based on their sex, race, color, gender identity, religion, national origin, age, ancestry, sexual orientation, disability, immigration status or health-related condition. This includes preventing and responding to racism, Islamophobia, antisemitism and other forms of religious bigotry, xenophobia, anti-Asian hate, anti-Arab hate, ageism, classism, homophobia, transphobia, sexism, and ableism, as well as addressing incidents such as vandalism of religious and cultural institutions (such as churches, synagogues, mosques, and temples), display of hate symbols (such as swastikas, burning crosses, or nooses), threatening conduct, and other acts that harm community members or create hostile environments.**

## **B. Membership**

The DEI Commission shall be comprised of nine (9) voting members appointed by the Select Board for three-year, staggered terms (with terms of one-third of the members expiring each year). Members will be Concord citizens who reflect the diversity of the community. An active outreach program shall be initiated to ensure that the broadest range of residents is reached, with the goal that the majority of members shall be from historically underrepresented groups (as defined in the Purpose).

## **C. Duties and Responsibilities**

The Diversity, Equity and Inclusion Commission shall:

- Gather first-hand experiences in Concord from historically disenfranchised and underrepresented populations (including racial, ethnic, religious, gender, etc.).
- Address bias, hate and discrimination incidents affecting the community and provide support to affected individuals and communities.
- Provide training for committee members to self-examine and recognize their own experience with historically disenfranchised populations and unconscious bias.
- Facilitate discussions and education forums for Concord residents and employers about issues of diversity, equity, and inclusion.
- Provide observations and identify areas of systemic racism and discrimination in Concord.
- Develop recommendations of steps to be taken as individuals, organizations, and as a community to combat all forms of bias and embrace greater diversity, equity, and inclusion in Concord.

- Develop strategies and tools to assess the current climate in Concord regarding race, religion, gender, and other protected characteristics (through surveys or other fact-gathering means) and to measure progress.
- Identify ways to promote awareness, engagement, and community building around diverse experiences and to create a more inclusive, welcoming community where everyone feels safe and valued.
- Work in conjunction and in cooperation with other community, government, cultural and faith groups that are addressing DEI issues, to optimize the availability and use of resources.
- Suggest town-wide events or activities that foster cultural awareness and increase participation of underrepresented populations on government boards and committees.
- Periodically, and no less frequently than once every 6 months, brief the Select Board on progress made in identifying obstacles toward achieving DEI in Concord. Make recommendations to the Select Board to address problems that have been found. Assist with implementation of recommendations, as appropriate.
- In conjunction with the Select Board, periodically review and update the Commission's charge, to assure that its ongoing work is meaningful, targeted, effective, and appropriate.

#### **D. Other Considerations**

Members shall choose a Chair and Clerk. All meetings shall comply with the provisions of the Open Meeting Law, the Public Records Law, the Conflict-of-Interest Law, and all other applicable laws and regulations of the Commonwealth and the Town of Concord.

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## Concord DEI Commission Charge Feedback

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From [REDACTED]

Date Wed 11/26/2025 10:34 AM

To DEI <dei@concordma.gov>

You don't often get email from alyssa.grinberg@gmail.com. [Learn why this is important](#)

To the Concord DEI Commission,

I am writing as a parent residing in Carlisle, and as a person of Jewish heritage who spent many years working or studying in Jewish institutions. I deeply value the Commission's commitment to building a community free from discrimination and hate. It is precisely because I care about protecting **all** of our neighbors—including Jewish residents—that I am urging you not to adopt the IHRA working definition of antisemitism within Concord's DEI framework.

While I unequivocally reject antisemitism in all its forms, the IHRA definition is widely recognized by human rights groups as flawed and harmful. More than 100 civil-society organizations, including Human Rights Watch, have warned that IHRA has "often been used to wrongly label criticism of Israel as antisemitic," suppressing human rights advocacy and discouraging open discussion about Palestinian rights and Israeli government policies. This is not hypothetical—it is a well-documented pattern noted by legal scholars, journalists, and human rights monitors.

As someone who believes deeply in combating antisemitism, I am also alarmed by the way IHRA's examples conflate criticism of state policy with hatred of a people. Criticism of the Israeli government—including its treatment of Palestinians—is political speech. It is not inherently antisemitic, and saying so undermines both the fight against real antisemitism and the rights of people, including many Jews, who feel compelled to speak out.

**DEI work must root out all forms of hate—including antisemitism—in a way that does not further marginalize other communities.** A DEI framework that privileges one form of oppression over others, or that disproportionately silences people advocating for Palestinian human rights, contradicts the very principles of equity and inclusion it seeks to uphold. We cannot protect one group by harming another. True DEI demands that we uphold the dignity and safety of all people, without exception.

The IHRA definition risks creating a chilling effect in our schools and community spaces. Students, educators, parents, and residents who engage in legitimate political critique or express solidarity with Palestinians could be mischaracterized as antisemitic—shutting down dialogue and discouraging honest, empathetic engagement. That is neither equitable nor inclusive.

As a person of Jewish heritage, as a parent, and as someone who values justice for all communities, I urge the Commission to reject the IHRA definition. Instead, Concord should adopt a definition of antisemitism that clearly condemns anti-Jewish hatred **without** restricting legitimate political speech or undermining the rights of Palestinians and those who advocate for them. There are alternative

frameworks that draw a careful line between antisemitism and criticism of state actions, ensuring that efforts to protect Jewish communities do not inadvertently suppress or marginalize others.

Thank you for your attention and for your ongoing commitment to building a community where all forms of hate are confronted—and where no community is marginalized in the process.

Sincerely,

A solid black rectangular redaction box covering the signature area.

**Re: feedback**


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From Andrew Nyamekye <anyamekye@concordps.org>

Date Mon 12/1/2025 10:12 AM

To [REDACTED]

Cc DEI <dei@concordma.gov>; Paul Boehm <pboehm@concordma.gov>; Mark Howell <markhowell@concordma.gov>

 1 attachment (54 KB)

diversity-wheel.webp;

Hi [REDACTED], Good morning! Thank you for your thoughtful feedback!

Below are my own thoughts and additional considerations for the DEIC:

1. Changing "backgrounds" to "identities" is a more appropriate and inclusive term. (see identity wheel below).
2. I would not spotlight a single historically marginalized or persecuted religious group. I would suggest changing "minorities" to "religious groups who have faced systemic discrimination, marginalization, and persecution"...
3. Please change "Blacks" to "Black" or Black people". The use of "Blacks" as a noun is offensive. You can write "African American/Black".
4. I agree, and to maintain consistency, please include gender identity and sexual orientation at the end of paragraph 2.
5. I would go further and say that if you are going to list any "ISMs," you must be sure to include the most prevalent forms of oppression/reported bias-motivated categories as a baseline(racism, antisemitism, Islamophobia, homophobia, ableism, xenophobia). I would also suggest rephrasing the sentence in paragraph 5 to the following (taking into account the demographics of the town): "This includes, but is not limited to, preventing and responding to racism, classism, ableism, antisemitism, Islamophobia, and other religious bigotry, homophobia, xenophobia, ageism, and all other forms of oppression; as well as, addressing hate crime incidents such as vandalism of religious and cultural institutions (such as churches, synagogues, mosques, and temples), display of hate symbols (such as swastikas, burning crosses, or nooses), threatening of physical violence based on one's identity, and other bias-motivated behaviors that harm and create a hostile environment for community members to live and work."

Best,  
Andrew



On Sun, Nov 30, 2025 at 9:28 AM [REDACTED] wrote:

Good Morning DEI Team,

First, thank you for your service and for giving your time to such an important endeavor. I've now read a few different drafts of the DEI Commission Charge but I think this one is the most updated so I will give my feedback based on what I read here:

<https://www.concordma.gov/DocumentCenter/View/58613/Revised-DEI-Commission-Charge>

*"residents of diverse cultural, religious, socio-economic, racial, ethnic, and sex and gender backgrounds"...* **I would change "backgrounds" to "identities"** because once sex and gender were added, it makes more sense in that they aren't "backgrounds". "Identities" also works better for things like religion and class because often people's upbringing and current statuses are different, and "background" suggests upbringing not current identity.

*"religious minorities including Jewish community members;"* ... for equity sake, this should either **just read "religious minorities" or it should list all of the religious minorities** (or at least the ones represented in our towns). Jewish, Muslim, Hindu, Buddhist come to mind for me.

I would also add "gender identity and sexual orientation" to the long list at the end of this paragraph. (paragraph 2). You do include it in paragraph 5, so doing so in both places helps with consistency.

Also, in paragraph 5, again if you're going to name one form of religious bigotry you should at least name the other most prevalent one which is Islamophobia. According to the most recently published data from the district's DEI Director, incidents of both of these occur at the exact same rate in our schools. Following this logic...in addition to anti-Asian hate, anti-Arab hate is just as prevalent in our town, if not moreso. Both are forms of racism, so perhaps they're covered by that, but again I'm curious why we'd name one and not others of equal occurrence. I'm aware that it's tricky with the current political climate both in our country and in our town, though I think it's especially important for DEI groups to be as inclusive as possible.

Once again, a huge thanks for stepping forward to do this incredibly important work.  
In Solidarity,

[REDACTED]

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## Feedback on Concord DEI Commission Charge

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From [REDACTED]

Date Sun 11/30/2025 4:47 PM

To DEI <dei@concordma.gov>

You don't often get email from turnator.ece@gmail.com. [Learn why this is important](#)

Dear Members of the Concord DEI Commission,

My name is [REDACTED], I am a Concord resident, and I am writing to you to express my concerns about the DEI Commission's Charge.

I believe that the necessity in this historical turning point is for our community to stand strong together against ALL forms of bigotry, and to complicate not to simplify the definition of Antisemitism, which I believe you are doing in the Charge.

In particular, I am concerned about the Commission's highlighting of the IHRA definition of Antisemitism when the latter is known to be a highly problematic definition, without understanding the history of the IHRA definition and how it came to be used in the current political climate, ignoring even its author's admission that the IHRA definition was not written to be used in the way that your Commission's adoption will cause it to be used: to stifle criticism of Israel, and to conflate criticism of the State of Israel with Antisemitism (Source: Moshe Behar, "Entanglements: the IHRA, Jews and non-White minorities," *Soundings* 80 (2020), 82-96).

I am worried that the Commission has not done its basic homework in terms of informing itself or giving the Concord community the opportunity to learn what other options are available, such as the other two important definitions of Antisemitism, namely, the Jerusalem Declaration (2021) and the Nexus Document on Antisemitism (2021, updated 2024), as well as the completely ignored opportunity of creating space for the community to come up with a definition of its own (no, we don't have to follow any of the existing definitions of Antisemitism but we have to learn from ALL of them). I am afraid the Charge in its current form is clearly anti-DEI in the sense that it excludes prominent viewpoints on this topic for convenience's sake, with complete disregard for what is equitable.

Consider this quote:

*...[The IHRA definition] is not used to go after white supremacists. It does not attack Christian nationalists, so has done nothing for those who would come against Jews, like, those who shot up the Tree of Life Synagogue, those who are marching in Charlottesville, those kinds of antisemites who represent the real tangible threat to American Jews are not touched by the IHRA definition whatsoever. They are not the focus of it. They're not the point of it...*

Source: "[Against IHRA and Zionist Repression in Academia and Beyond](#)," [Lana Tatour](#), [Barry Trachtenberg](#), [Meira Gold](#), and [Noa Greenberg](#) (September 14, 2024).

I am urging your Commission to do the due diligence expected from you and to consider all of the voices, in particular the experts on this important matter, and to not stifle debate. Please consider other definitions of Antisemitism, including this exceptionally powerful one by Orly Noy of B'Tselem (the definition starts at ~48:00 minutes: <https://youtu.be/Li0zmOhAhhw>), and give the Concord community an inclusive, equitable, and diverse DEI Charge--one that it sorely needs.

Respectfully,




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**Fwd: URGENT: Help Shape Concord's Historic DEI Charge - Feedback Due Monday, December 1**

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**From** [REDACTED]  
**Date** Mon 11/24/2025 1:08 AM  
**To** DEI <dei@concordma.gov>

 1 attachment (118 KB)  
112325 - Revised DEI Commission Charge.pdf;

You don't often get email from fmtaylor92@gmail.com. [Learn why this is important](#)

Concord DEI Commission:

Concerning the *Diversity, Equity, and Inclusion Commission Charge*.

I'm reading Thomas Sowell. Would you rather grow up in Communist nations or Capitalist ones? Your desire to be helpful by singling out particular groups may be hurting them and demonizing other groups.

I'm sure you put lots of time, energy and thought into this *Charge*, so feel free to ignore my doctrinaire Conservative response, but I hope you've heard Conservatives and that the road to h\*ll is paved with good intentions (Stalin, Mao, Cheney, and Hitler wanted to create a better world)

4 Criticisms: (*I put the Charge's text in italics*)

1) so are you going to give more money and attention to a person based on race? If so, just add race, religion, gender to the tax code.

*Equity is an approach based in fairness to ensuring everyone is given equal opportunity; this means that resources may be divided and shared **unequally** to make sure that each person has a fair chance to succeed. Equity takes into account that people have different access to resources because of a system of oppression and privilege. Equity seeks to balance that disparity.*

2) it sounds like you are going to berate White males (who may be allies or not guilty of anything):

*Provide training for committee members to self-examine and recognize their own experience with historically disenfranchised populations and unconscious bias.*

3) so do we cheer when non-White families move in and boo when sis White families move in?

*Develop recommendations of steps to be taken as individuals, organizations, and as a community to combat all forms of bias and embrace greater diversity, equity, and inclusion in Concord.*

4) I think you're failing to address specific issues like America's original sin, slavery and racism against **Blacks**, and the recent spike in **antisemitic** incidents, and you're just saying love everyone, which is like saying nothing. If I told you that Hitler hated historically disenfranchised groups, I wouldn't be identifying his worst crime. If I said America hasn't always been welcoming to historically disenfranchised groups, I wouldn't be identifying its longest, deepest, unhealed prejudice. If I say the problem is unconscious or systemic oppression, isn't that a heavy weight to place on non-guilty citizens? How about blame everything on racist Southerners from the past and let the Northern children grow free from guilt.

*(including racial, ethnic, religious, gender, etc.).*


Your message should be: wow, what a great future we all face in this time when DEI issues have been addressed for decades and are addressed more and more, making us a very tolerant nation. Be proud to be an American, one of the most tolerant nations in the history of the world. Not: guilt if you're male, White, Christian, straight, same-gender-as-at-birth, un-disabled. You all have a splendid future ahead of you if you work hard, and for some it will be more difficult (neuro-diversity, addiction, family tragedy, random accidents, wealth vicissitudes, unhelpful interests) but we all have disparate gifts (height, dexterity, parents who own a business, parents who can help with resumes), but I promise you that with hard work, you can all succeed. Not: you're screwed unless you're George Clooney and blonde.

So my son comes home one day from third grade and is wracked with angst about what he was about to tell me: that he was gay. I was very encouraging and supportive. But I've always wondered what was told to him in school?! I'm guessing he was told it was cool, ever cooler than being the majority, to be queer. It should always be ok to be different, and never good to be un-inclusive, but not encouraged to view those with differences as magical or saintly or better. There has been no evidence since that he is either straight or gay. He's now in fourth grade.

I'm so proud to live in a town that is so liberal and welcoming and works so hard to continue the great history of important change. I think the DEI Commission sends a strong signal that we are for Inclusion and stand against discrimination. Thank You!

I believe the new rainbow flags



that hung in Concord Center, not the old rainbow flag , looked like we were supportive of the Hamas killings and kidnappings because of some warped sense of Equity: that the poor are oppressed by the rich, therefore the rich should die; It could be that some folks were lucky and some lazy or young or whatever, and those who are poor today will be rich later with hard work, otherwise why not just give up and pray to win the lottery? To quote Reagan, "We have so many people who can't see a fat man standing beside a thin one without coming to the conclusion that the fat man got that way by taking advantage of the thin one!"

Otherwise how can you explain applauding the attack on Jews by poorer Palestinians before Oct 7, on Oct 7 and after Trump's Peace Plan to grant them their own state was signed? There is no way for Jews wash off their guilt if you blame them for historic injustices those living inside Israel currently didn't do. Don't kill the 7 million inside Israel, like Hitler killed the 6 million in Europe, because their wealth is not equally distributed throughout the region.

I'd sum up my message thusly:

"Embrace Diversity, but treat everyone the same" or "Judge not by the color of their skin, but by the content of their character", but definitely judge and judge those who kill, steal and kidnap, and discriminate against people for things they're born with and have no control over.

----- Forwarded message -----

From: **Concord Carlisle Against Antisemitism** <[info@concordagainstantisemitism.org](mailto:info@concordagainstantisemitism.org)>

Date: Sun, Nov 23, 2025 at 8:01 PM

Subject: URGENT: Help Shape Concord's Historic DEI Charge - Feedback Due Monday, December 1

To:

Good evening, everyone.

We're reaching out with an important and time-sensitive request. The Concord DEI Commission is finalizing revisions to its charge that would make Concord the first town in Massachusetts to explicitly name antisemitism as hate and the Jewish community as a protected group in a municipal DEI commission charge, according to DEI Commission Co-Chair Andrea Foncerrada.

This is significant progress. The revised charge now includes:

- Explicit recognition of Jewish community members as an underrepresented population
- Specific mention of antisemitism alongside other forms of religious bigotry
- Provisions addressing vandalism of religious institutions and hate symbols like swastikas

**What we need from you:** The DEI Commission is seeking final feedback from the community before voting on this charge. This is our opportunity to help shape language that will guide Concord's approach to combating antisemitism for years to come.

**How to help:**

1. Review the draft charge (attached PDF)
2. Send your thoughtful feedback directly to [dei@concordma.gov](mailto:dei@concordma.gov)
3. **Deadline: Monday, December 1, 2025, at noon**

Feedback submitted after noon on December 1 may not be considered.

Whether you have suggestions for strengthening antisemitism-specific language, want to voice support for the changes as written, or have concerns about any aspect of the draft, whether related to antisemitism or a different issue, your input matters. The Town of Concord Select Board and the DEI Commission have shown a genuine commitment to getting this right, and they're listening.

This is the kind of *structural* change we've been working toward. Let's make sure our voices are heard.

Thank you, and have a good evening.

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[CCAgainstAntisemitism.org](http://CCAgainstAntisemitism.org)

[info@concordagainstantisemitism.org](mailto:info@concordagainstantisemitism.org)

Find us on [Facebook](#)

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**feedback**

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**From** [REDACTED]  
**Date** Sun 11/30/2025 9:28 AM  
**To** DEI <dei@concordma.gov>  
**Cc** Mr. Nyamekye, Director of Diversity, Equity, and Inclusion <anyamekye@concordps.org>; Paul Boehm <pboehm@concordma.gov>; Mark Howell <markhowell@concordma.gov>

You don't often get email from joycedegreeff@gmail.com. [Learn why this is important](#)

Good Morning DEI Team,

First, thank you for your service and for giving your time to such an important endeavor. I've now read a few different drafts of the DEI Commission Charge but I think this one is the most updated so I will give my feedback based on what I read here:

<https://www.concordma.gov/DocumentCenter/View/58613/Revised-DEI-Commission-Charge>

*"residents of diverse cultural, religious, socio-economic, racial, ethnic, and sex and gender backgrounds"...* **I would change "backgrounds" to "identities"** because once sex and gender were added, it makes more sense in that they aren't "backgrounds". "Identities" also works better for things like religion and class because often people's upbringing and current statuses are different, and "background" suggests upbringing not current identity.

*"religious minorities including Jewish community members," ...* for equity sake, this should either **just read "religious minorities" or it should list all of the religious minorities** (or at least the ones represented in our towns). Jewish, Muslim, Hindu, Buddhist come to mind for me.

I would also add "gender identity and sexual orientation" to the long list at the end of this paragraph. (paragraph 2). You do include it in paragraph 5, so doing so in both places helps with consistency.

Also, in paragraph 5, again if you're going to name one form of religious bigotry you should at least name the other most prevalent one which is Islamophobia. According to the most recently published data from the district's DEI Director, incidents of both of these occur at the exact same rate in our schools. Following this logic...in addition to anti-Asian hate, anti-Arab hate is just as prevalent in our town, if not moreso. Both are forms of racism, so perhaps they're covered by that, but again I'm curious why we'd name one and not others of equal occurrence. I'm aware that it's tricky with the current political climate both in our country and in our town, though I think it's especially important for DEI groups to be as inclusive as possible.

Once again, a huge thanks for stepping forward to do this incredibly important work.

In Solidarity,  
[REDACTED]

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## DEI Commission Charge suggestions

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From [REDACTED]

Date Sun 11/30/2025 8:44 PM

To DEI <dei@concordma.gov>

You don't often get email from mahreenhoda@gmail.com. [Learn why this is important](#)

Dear DEI Commission:

I am a Carlisle resident and Muslim. My older daughter graduated from CCHS in May 2025 and my younger daughter will attend CCHS next year. I'm grateful for the Commission's stated goal of creating an environment in which all students in Concord feel valued and respected. Unfortunately, there have been incidents of Islamophobia and anti-Arab hate that have gone unacknowledged, and community members/leaders are not educated about the harm that these forms of bigotry cause. In addition, our society routinely demonizes Muslims, Arabs and Palestinians. Because these factors affect the well-being of students and members of the Concord community, it is vital that the Commission's charge specifically name Islamophobia as a form of bigotry that should be responded to/prevented, and recognize Muslims as an underrepresented group.

With respect to this specific issue, below are my suggestions:

- Paragraph 2, line 6: amend "religious minorities including Jewish community members" to "religious minorities including Jewish **and Muslim** community members"
- Paragraph 5, line 7-8, please add Islamophobia and anti-Arab hate: " This includes preventing and responding to racism, antisemitism, **Islamophobia** and other forms of religious bigotry, xenophobia, anti-Asian hate, **anti-Arab racism**, ageism, classism..."

Below are additional suggested revisions:

- *Paragraph 1, line 3:* amend "sex and gender backgrounds" to "sexual **orientation** and gender **identity**"
- *Paragraph 2:* Provide a definition of an "underrepresented" population. For example, is the intention to describe a population that is underrepresented in powerful institutions and organizations as compared to their presence in the general population, and if so, are all of the named groups encompassed within that definition (e.g., individuals distinguished by marital status)? Or is the intention to also include groups that historically been subjected to discrimination, bias and prejudice. In that case the language could be amended as follows: " Diversity refers to population groups that have been historically underrepresented in socially, politically, or economically powerful institutions and organizations, **and/or have historically been subject to discrimination, bias and prejudice**"
- *Paragraph 2, last line:* add "**sexual orientation or gender identity**."
- *Paragraph 3:* The current language (e.g., use of the word "ensure") makes it seem like the objective is to maintain the current level of equity as opposed to working toward a more

equitable community. A suggested revision is as follows:

*"Equity is an approach based in fairness ~~to ensuring~~ **that aims to give** everyone ~~is given~~ equal opportunity; this means that resources may be divided and shared unequally to make sure that each person has a fair chance to succeed. Equity takes into account that people have different access to resources because of a system of oppression and privilege. Equity seeks to balance that disparity. ~~Equity prioritizes efforts to ensure~~ **and works toward building a society in which** the most underserved and marginalized among us has as much of an opportunity to succeed as the most well-served and advantaged. By taking the various advantages and disadvantages that people face into account, we work to ~~ensure~~ **build a community in which** ~~that~~ every person has an equal opportunity to succeed."*

- *Paragraph 4:* Inclusion is described with reference to an organization. I think it would be more meaningful to reference the goal of inclusion in the town and community. For example, lines 2-4 could be revised as follows: "Inclusion refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within ~~an organization or group~~ the town and community." and lines 6-8: " It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued for who they are and for their contributions toward ~~organizational~~ community and societal goals."

Thank you for your consideration.



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## DEI Commission membership.

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**From** [REDACTED]

**Date** Mon 11/24/2025 5:59 AM

**To** DEI <dei@concordma.gov>; Mark Howell <markhowell@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>; Paul Boehm <pboehm@concordma.gov>; Mary Hartman <mhartman@concordma.gov>; Cameron McKennitt <cmckennitt@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>

You don't often get email from mikeoffner26@gmail.com. [Learn why this is important](#)

The DEI Commission's membership composition requirement is state action - it's a government body making decisions about government appointments - and therefore subject to constitutional scrutiny.

The potentially problematic language:

"An active outreach program shall be initiated to ensure that the broadest range of residents is reached, with the goal that the majority of members shall be from historically underrepresented groups."

Why this could be legally vulnerable:

1. Demographic balancing: The Supreme Court has consistently rejected using race as a factor to achieve specific demographic outcomes. In *Students for Fair Admissions*, the Court stated that treating students differently based on race to achieve a particular demographic composition is unconstitutional.
2. Government appointments: While SFFA addressed college admissions, the underlying Equal Protection principles apply to all state action, including government appointments to boards and commissions.
3. Explicit goal: Setting a specific demographic target ("majority of members shall be from historically underrepresented groups") could be viewed as a quota or preference system based on protected characteristics including race.

Distinction from outreach:

- Aggressive, inclusive outreach to underrepresented communities is generally permissible
- Setting demographic targets or preferences in the selection process is constitutionally suspect

Possible approaches to address this concern:

The town could revise the language to focus on:

- Broad outreach without demographic criteria.
- Ensuring the selection process is open and accessible to all residents

This would be safer:

## B. Membership

The DEI Commission shall be comprised of nine (9) voting members appointed by the Select Board for three-year, staggered terms (with terms of one-third of the members expiring each year).

Members shall be Concord citizens who demonstrate the qualifications necessary to fulfill the Commission's mission and duties as outlined in this charge.

An active outreach and recruitment program shall be conducted to ensure that all residents are aware of appointment opportunities.

Outreach efforts shall include publicizing vacancies broadly throughout the community using multiple communication channels.

The Select Board shall consider each applicant based on their individual qualifications to serve on the Commission.

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See Students for Fair Admissions case:

<https://www.oyez.org/cases/2022/20-1199>

Best of luck,



feedback on revised charge

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From [REDACTED]

Date Sun 11/23/2025 8:37 PM

To DEI <dei@concordma.gov>

You don't often get email from naomi.rosenfeld@gmail.com. [Learn why this is important](#)

I just want to point out that in the section on Inclusion you mention both age and ageism. However, I think that in the prior 2 paragraphs, age is not called out as a factor to be considered. Of course I may have missed it, but I wanted to raise the issue.

Thanks for your work,

[REDACTED]

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Re: URGENT: Help Shape Concord's Historic DEI Charge - Feedback Due Monday, December 1

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From [REDACTED]

Date Tue 11/25/2025 9:23 PM

To DEI <dei@concordma.gov>

Cc [REDACTED]

You don't often get email from nyannatobin@gmail.com. [Learn why this is important](#)

Thank you for implementing structural change and relational heart felt language. I am grateful for your work, recognition and for sharing the process. While creatively experimenting with new concepts and language does not

Change a hostile setting.... I am thankful. I am curious what other people are on the team . The complex history and long time misunderstandings , may warrant Seeming finding resources that have a wider lens and current experience and Sensitivities to people who have suffered exclusion. ThAnkyou

[REDACTED] Concord Resident.

[REDACTED]

On Mon, Nov 24, 2025 at 7:31 AM [REDACTED] wrote:

----- Forwarded message -----

From: **Concord Carlisle Against Antisemitism** <[info@concordagainstantisemitism.org](mailto:info@concordagainstantisemitism.org)>

Date: Sun, Nov 23, 2025 at 8:01 PM

Subject: URGENT: Help Shape Concord's Historic DEI Charge - Feedback Due Monday, December 1

To:

Shalom. I am sending this out, just to share what is going on in my town. I just got this message. I want to be a part of this work to make all towns safer. I do not understand the wording or how this fits into a larger picture. One of the issues, is that the ADL has a law suit against Concord-Carlile Schools due to mistreatment Jewish students and their families.

I am glad that this was called out, since it is true for many other towns and has been going on for a very long time. The school system wants to have a carriculum against hate.

without naming individual groups. As a storyteller, I am concerned about the meaning and impact of thess soon to be official words. Is there anyone else that I might speak with for

insight ? I understyand that this is a difficult time and do not expect a response .

Thanks..... [REDACTED]

Good evening, everyone.

We're reaching out with an important and time-sensitive request. The Concord DEI Commission is finalizing revisions to its charge that would make Concord the first town in Massachusetts to explicitly name antisemitism as hate and the Jewish community as a protected group in a municipal DEI commission charge, according to DEI Commission Co-Chair Andrea Foncerrada.

This is significant progress. The revised charge now includes:

- Explicit recognition of Jewish community members as an underrepresented population
- Specific mention of antisemitism alongside other forms of religious bigotry
- Provisions addressing vandalism of religious institutions and hate symbols like swastikas

**What we need from you:** The DEI Commission is seeking final feedback from the community before voting on this charge. This is our opportunity to help shape language that will guide Concord's approach to combating antisemitism for years to come.

**How to help:**

1. Review the draft charge (attached PDF)
2. Send your thoughtful feedback directly to [dei@concordma.gov](mailto:dei@concordma.gov)
3. **Deadline: Monday, December 1, 2025, at noon**

Feedback submitted after noon on December 1 may not be considered.

Whether you have suggestions for strengthening antisemitism-specific language, want to voice support for the changes as written, or have concerns about any aspect of the draft, whether related to antisemitism or a different issue, your input matters. The Town of Concord Select Board and the DEI Commission have shown a genuine commitment to getting this right, and they're listening.

This is the kind of *structural* change we've been working toward. Let's make sure our voices are heard.

Thank you, and have a good evening.

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[CCAgainstAntisemitism.org](http://CCAgainstAntisemitism.org)  
[info@concordagainstantisemitism.org](mailto:info@concordagainstantisemitism.org)

Find us on [Facebook](#)

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## Charge

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**From** Paul Boehm <pauldboehm@gmail.com>

**Date** Tue 11/25/2025 2:45 PM

**To** DEI <dei@concordma.gov>

 1 attachment (23 KB)

112325 - Revised DEI Commission Charge.docx;

pauldboehm@gmail.com appears similar to someone who previously sent you email, but may not be that person. [Learn why this could be a risk](#)

Looks good. Please see my comment attached.

Paul

**Approved: August 16, 2021**  
**Amended: September 7, 2021**  
**Revised: November 2025**

## **Diversity, Equity, and Inclusion Commission Charge**

### **A. Purpose**

The purpose of the Diversity, Equity, and Inclusion Commission (DEI) is to increase cooperation, understanding, and dialogue among residents of diverse cultural, religious, socio-economic, racial, ethnic, **and sex and gender** backgrounds, and to promote inclusion throughout the town. The Commission shall also critically consider intersections among these groups to facilitate learning, understanding, and unity. The goal is for everyone who lives in Concord, works in Concord, attends school in Concord, participates in a Concord faith community, or visits Concord for whatever reason to be welcomed, valued, respected, and heard.

Diversity refers to population groups that have been historically underrepresented in socially, politically, or economically powerful institutions and organizations. These groups include, but are not restricted to, populations of color such as African Americans and Blacks, Latinx, Hispanics, Native Americans and Alaska Natives, Asian Americans, and Pacific Islanders; **religious minorities including Jewish community members; lesbian, gay, bisexual, and transgender populations; people with disabilities;** and individuals and groups distinguished by their ethnicity, native or indigenous origin, culture, religion, belief system, **immigration status,** marital status, parental status, socioeconomic status, **age, sex,** appearance, language, accent, education, or nationality.

Equity is an approach based in fairness to ensuring everyone is given equal opportunity; this means that resources may be divided and shared unequally to make sure that each person has a fair chance to succeed. Equity takes into account that people have different access to resources because of a system of oppression and privilege. Equity seeks to balance that disparity. Equity prioritizes efforts to ensure the most underserved and marginalized among us has as much of an opportunity to succeed as the most well-served and advantaged. By taking the various advantages and disadvantages that

people face into account, we work to ensure that every person has an equal opportunity to succeed.

Inclusion is the dynamic state of operating in which diversity is leveraged to create a healthy, high-performing organization and community. Inclusion refers to the degree to which diverse individuals are able to participate fully in the decision-making processes within an organization or group. An inclusive environment ensures equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, engaged, motivated, and valued for who they are and for their contributions toward organizational and societal goals.

**The Commission works to create and maintain a welcoming community free from bias, prejudice, and hate. The Commission addresses bias-motivated conduct and hate incidents**, harmful actions or expressions directed at individuals or groups based on their sex, race, color, gender identity, religion, national origin, age, ancestry, sexual orientation, disability, **immigration status** or health-related condition. **This includes preventing and responding to racism, antisemitism and other forms of religious bigotry**, xenophobia, **anti-Asian hate, ageism, classism**, homophobia, transphobia, sexism, and ableism, as well as addressing incidents such as vandalism of religious and cultural institutions (such as churches, synagogues, mosques, and temples), display of hate symbols (such as swastikas, burning crosses, or nooses), threatening conduct, and other acts that harm community members or create hostile environments.

## **B. Membership**

The DEI Commission shall be comprised of nine (9) voting members appointed by the Select Board for three-year, staggered terms (with terms of one-third of the members expiring each year). Members will be Concord citizens who reflect the diversity of the community. An active outreach program shall be initiated to ensure that the broadest range of residents is reached, with the goal that the majority of members shall be from historically underrepresented groups (as defined in the Purpose).

## **C. Duties and Responsibilities**

The Diversity, Equity and Inclusion Commission shall:

· Work in conjunction and in cooperation with **Town and School leadership**, other community, government, cultural and faith groups that are addressing DEI issues, to optimize the availability and use of resources.

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- Gather first-hand experiences in Concord from historically disenfranchised and underrepresented populations (including racial, ethnic, religious, gender, etc.).
- Address bias, hate and discrimination incidents affecting the community and provide support to affected individuals and communities.
- Provide training for committee members to self-examine and recognize their own experience with historically disenfranchised populations and unconscious bias.
- Facilitate discussions and education forums for Concord residents and employers about issues of diversity, equity, and inclusion.
- Provide observations and identify areas of systemic racism and discrimination in Concord.
- Develop recommendations of steps to be taken as individuals, organizations, and as a community to combat all forms of bias and embrace greater diversity, equity, and inclusion in Concord.
- Develop strategies and tools to assess the current climate in Concord regarding race, religion, gender, and other protected characteristics (through surveys or other fact-gathering means) and to measure progress.
- Identify ways to promote awareness, engagement, and community building around diverse experiences and to create a more inclusive, welcoming community where everyone feels safe and valued.

~~· Work in conjunction and in cooperation with other community, government, cultural and faith groups that are addressing DEI issues, to optimize the availability and use of resources.~~

Commented [PB1]: Should be up front, not buried

- Suggest town-wide events or activities that foster cultural awareness and increase participation of underrepresented populations on government boards and committees.
- Periodically, and no less frequently than once every 6 months, brief the Select Board on progress made in identifying obstacles toward achieving DEI in Concord. Make recommendations to the Select Board to address problems that have been found. Assist with implementation of recommendations, as appropriate.
- In conjunction with the Select Board, periodically review and update the Commission's charge, to assure that its ongoing work is meaningful, targeted, effective, and appropriate.

#### D. Other Considerations

Members shall choose a Chair and Clerk. All meetings shall comply with the provisions of the Open Meeting Law, the Public Records Law, the Conflict-of-Interest Law, and all other applicable laws and regulations of the Commonwealth and the Town of Concord.

## DEI Commission Suggestions

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From [REDACTED]

Date Fri 11/28/2025 11:40 AM

To DEI <dei@concordma.gov>; [REDACTED]

Cc Mark Howell <markhowell@concordma.gov>

You don't often get email from rachel.gore@gmail.com. [Learn why this is important](#)

Dear Andrea and Rose,

Thank you for your work to serve on the DEI Commission. I have significant experience in social justice and human rights work and wanted to flag the following changes/edits for the new DEI Commission Charge. It is important to name antisemitism and also to name islamophobia and anti-Arab hate as I have heard directly from families experiencing discrimination and hate from these marginalized identities currently in both the Concord and Carlisle communities. We need to ensure that our small population of muslim and Arab community members do not feel isolated. Exceptionalizing antisemitism and the Jewish experience (where there are many more members in the community with significant power) would be detrimental for the charge overall to serve the marginalised communities here in town.

Here are my suggestions:

- Change "background" to "sexual orientation and gender identity" (paragraph 1)
- Add "sexual orientation and gender identity" (paragraph 2)
- Add Muslims after referencing religious minorities (paragraph 2)
- Clarify what "underrepresented" means (paragraph 2)
- Add islamophobia (when referencing different "isms" in paragraph 5)
- Add anti-Arab hate (paragraph 5)

Thank you for your consideration.

Warmly,

[REDACTED]

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**Fwd: Comments on the change to the DEI charge**

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**From** [REDACTED]  
**Date** Thu 12/4/2025 5:03 PM  
**To** DEI <dei@concordma.gov>  
**Cc** [REDACTED] Paul Boehm <pboehm@concordma.gov>; Mark Howell <markhowell@concordma.gov>

You don't often get email from mattan.kamon@gmail.com. [Learn why this is important](#)

Dear DEI commission,

I sent my input below to the commission but did not see it in the packet of materials for the meeting last night. Perhaps my input and others were missed? Please make sure everyone's input is considered.

Thank you,  
[REDACTED]

----- Forwarded message -----

**From:** [REDACTED]  
**Date:** Sun, Nov 30, 2025 at 5:55 PM  
**Subject:** Comments on the change to the DEI charge  
**To:** <[dei@concordma.gov](mailto:dei@concordma.gov)>

Dear Commission,

I'm a Jewish parent with a son at CCHS. I deeply appreciate the DEI commission calling out antisemitism explicitly in its charge. While in the past it may not have been necessary, what we've learned from the ADL complaint now motivates calling out antisemitism explicitly. Thank you for doing so.

I also know that the few Muslim families I know in town have always experienced bias here in Concord. I don't know of bullying incidents rising to the level as described in the ADL complaint, but nonetheless, by highlighting anti-Jewish bias we risk minimizing anti-Muslim bias. Thus, I request we also highlight anti-Muslim bias to make that community feel just as welcome.

Bear in mind the Muslim community is even smaller than the Jewish community and doesn't feel as empowered to speak up at this time.

To that end, please add "and Muslim" in the charge:

"...religious minorities including Jewish **and Muslim** community members"

And where it says "antisemitism", please add "anti-islam" (or Islamophobia?) or whatever the equivalent term is.

Thank you for your consideration and hard work.

[Redacted Signature]