



Town of Concord
Diversity, Equity and Inclusion Commission

Agenda

Wednesday, January 7, 2026

6:00pm – 7:00pm

Join Zoom Meeting:

<https://us02web.zoom.us/j/89355486696?pwd=zaw6dfOTizgig2GLli9fSZy7G6lLhu.1>

Meeting ID: 893 5548 6696

Passcode: 908663

1. Call to Order
2. Approval of Minutes
 - December 3, 2025
3. Chairs Updates
4. Commission Charge Update
5. Bias/Hate Incident Reporting Working Group Update
6. Presentation on Public Art Proposal/ Creative Crosswalks
7. Black Heritage Trail Markers Grant Process Update
8. Concord United town-wide leadership Group
9. Dignity Project in collaboration with Wright Tavern
10. Town Event Celebrations Discussion
 - Pride
 - Juneteenth Update
 - Annual request select board regarding both
 - Lantern Parade Event Request
11. Public Comment
12. Next Meeting - Date
13. Adjournment

Town of Concord

Diversity, Equity, and Inclusion Commission Meeting Minutes

December 3, 2025

11:00 a.m. - 12:30 p.m.

Goodwin Room, Concord Public Library, Main Street
Hybrid Meeting (Zoom / In-Person)

Members Present: Joe Palumbo, Jimi Two Feathers, Rose Felix Cratsley (Co-Chair), Andrea Foncerrada (Co-Chair), Brian Farber (clerk), Nancy Gutfeld Brown (remote), Agnes Lubega-Kalisa (remote)

I. Call to Order and Approval of Minutes

The meeting was called to order with a roll call. Minutes from the November 18 meeting were approved unanimously.

II. Chairs Updates

- **Work Plan Development:** Chairs reported that a formal work plan document is being prepared for meetings with Select Board Chair Mark Howell and Town Manager Kerry Lafleur. Commission members have signed up for specific activities to provide structure and accountability.
- **School Leadership Collaboration:** Monthly DEI meetings with school leadership have begun, focusing on co-sponsoring events, coordinating training sessions, and ensuring presence at cultural and DEI-related community events.
- **Recent Hate Incident:** The Commission acknowledged a recent hate incident of “white power” graffiti at Concord-Carlisle High School. Chairs emphasized the need for trauma-informed support, facilitated community dialogue spaces, and clear pathways to address and prevent such incidents.

III. DEI Commission Charge Update/Revision

Co-Chair Andrea Foncerrada presented her comprehensive research and context related to antisemitism in other town DEI charges, noting that Concord would be the first town to officially codify naming antisemitism if approved by the Select Board, along with the rationale for the proposed charge revision.

She named incidents which included:

- Antisemitic graffiti was found on school property on multiple occasions in 2024 and 2025
- Federal civil rights complaint filed with the U.S. Department of Education alleging the school district failed to protect Jewish students from pervasive antisemitic harassment and discrimination
- Vandalism of the Schwartz family memorial to Israeli victims of Hamas terrorist attacks of October 7, 2023
- Antisemitic graffiti and symbols on town property/sidewalks
- Recent white power graffiti in a school bathroom

Commission member Brian Farber submitted a prepared statement highlighting a series of personal concerns, including the significant change in the scope of the charge.

Charge Development: The proposed charge incorporated community feedback (approx. 50% Concord residents/40% Carlisle residents/remaining other), adding explicit references to antisemitism and the Jewish community, while addressing ageism, classism, Islamophobia, xenophobia, anti-Asian hate, anti-Arab hate, sexism, and others, and making responsibilities more actionable.

IV. Public Comment:

- A resident expressed support for inclusive language changes, noting that town policy should serve everyone long-term and that creating perceptions of special protections can be counterproductive.
- A resident emphasized the need to address antisemitism directly and explicitly, noting that equity requires responding to forms of hate that are most acute. She expressed concern that the broader charge may not maintain momentum in addressing what triggered the revision.
- A resident asked that the charge be posted and shared publicly for another round of public comment as the Select Board begins consideration, because the charge discussed by the Commission was not provided to the public in advance for review.
- A resident expressed opposition to the adoption of the IHRA definition of antisemitism, expressing that singling out antisemitism makes it more dangerous for the Jewish community than safer, according to an article the resident cited.

Vote:

Motion: To send the draft charge as presented to the Select Board for further community input, discussion, and work.

All present commission members voted in favor of advancing the charge to the Select Board except Brian Farber who voted no.

Motion passed 6-1.

Mark Howell noted the draft will be discussed at the next Select Board meeting, with Select Board discussion focusing on duties and responsibilities.

V. Next Meeting: Virtual on January 7, 2026

VI. Adjournment at 12:44 pm.

Community Coffee

Following the formal meeting, together with the Concord Police Department, the DEI Community Coffee was held from 1:00 PM – 3:00 PM. The informal gathering welcomed residents, town staff, some members of the CPD and community leaders to engage in open dialogue around belonging, inclusion, and recent community developments. Participants reflected on Concord's shared goals for equity, the importance of active listening, and ways to strengthen collaboration between the DEI Commission and community groups.

Concord's favorite dog, Thor, made an appearance and just made everyone feel happy and at ease.

Concord DEI Commission DRAFT Charge - December 18, 2025

Town of Concord Diversity, Equity, and Inclusion Commission Charge

Approved: August 16, 2021

Amended: September 7, 2021

Revised: DRAFTED December 18, 2025

A. Background

The Town of Concord is committed to fostering a community in which all residents, employees, students, and visitors feel welcomed, valued, respected, and heard. In recognition of the Town's increasing cultural, racial, religious, and socio-economic diversity—and the need for intentional, sustained efforts to address inequities—the Select Board established the Diversity, Equity, and Inclusion (DEI) Commission.

The Commission serves as an advisory and coordinating body to help the Town identify, understand, and address issues of bias, discrimination, exclusion, and inequitable access to opportunity. Its work is informed by community input, lived experience, and best practices in diversity, equity, and inclusion, with the goal of strengthening civic trust, social cohesion, and a shared sense of belonging in Concord.

This charge is designed to be general and durable in scope. Therefore, the majority of this charge is written in a general way. However, the Select Board recognizes that in the year 2025, and the recent past, disturbing incidents of antisemitism, hate speech, racial bias and other forms of bias and exclusion are taking place in Concord. The Select Board categorically condemns such behaviors and seeks through its own work and the work of this Commission to promote community-wide engagement in the necessary, difficult, self-reflection to find solutions to address these challenges with empathy, compassion, dedications, respect and love.

B. Purpose

The purpose of the Diversity, Equity, and Inclusion Commission is to promote 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 advance inclusion throughout the Town.

The Commission shall:

- Encourage learning, understanding, and unity by recognizing and addressing the intersections among diverse identities and lived experiences.

Concord DEI Commission DRAFT Charge - December 18, 2025

- Promote fairness and equity by acknowledging historical and systemic disparities and supporting efforts that expand access to opportunity.
- Support the creation and maintenance of a welcoming community free from bias, prejudice, discrimination, and hate.

For purposes of this charge:

- Diversity refers to population groups that have been historically underrepresented or marginalized in social, political, or economic institutions, or subjected to discrimination, bias, or prejudice, including—but not limited to—race, ethnicity, religion, disability, sexual orientation, gender identity, age, immigration status, and socioeconomic status.
- Equity is an approach grounded in fairness that recognizes differing needs and barriers, and supports the allocation of resources and opportunities in ways that enable all individuals to succeed.
- Inclusion refers to the active, intentional creation of environments in which diverse individuals can fully participate in decision-making, access resources, and feel safe, respected, and valued.

C. Duties and Responsibilities

The Diversity, Equity, and Inclusion Commission shall:

1. Gather and elevate first-hand experiences in Concord from historically disenfranchised and underrepresented populations.
2. Identify and address bias, hate, and discrimination affecting the community, and support individuals and groups impacted by such incidents.
3. Facilitate community discussions, forums, and educational opportunities related to diversity, equity, and inclusion.
4. Develop observations and identify areas of systemic racism, discrimination, or exclusion within Concord.
5. Recommend actions that individuals, organizations, and the Town may take to reduce bias and advance equity and inclusion.
6. Develop tools and strategies—such as surveys or other fact-gathering methods—to assess the community climate and measure progress over time.
7. Promote awareness, engagement, and community-building activities that foster a more inclusive and welcoming environment.

8. Work in cooperation with Town and School leadership, community, cultural, and faith-based organizations, and peer municipalities to share resources and best practices.
9. Establish subcommittees or working groups as needed and appoint liaisons to facilitate coordination with key stakeholders.
10. Recommend town-wide events or initiatives that increase cultural awareness and participation of underrepresented populations in civic life.
11. Develop and maintain an annual strategic plan with goals, measurable outcomes, and timelines to guide the Commission's work.
12. Recommend culturally competent and trauma-informed mental health and support services for individuals and communities impacted by bias, hate, or discrimination.
13. Advise on staffing and financial resources needed to support the Commission's work.
14. Assist the Select Board in recruiting diverse applicants for Town boards and committees and support departments in diversifying the Town workforce.
15. Report to the Select Board at least semi-annually on progress, challenges, and recommendations.
16. Prepare and submit an annual written report, hold a public forum to review the Commission's work, and make recommendations to the Select Board as appropriate.
17. Periodically review and recommend updates to this charge, in coordination with the Select Board, to ensure continued relevance and effectiveness.

D. Membership

The Diversity, Equity, and Inclusion Commission shall consist of nine (9) voting members appointed by the Select Board.

- Members shall be Concord residents and shall serve three-year staggered terms, with approximately one-third of the membership expiring each year.
- Members shall collectively reflect the diversity of the community and possess qualifications, experience, or lived perspectives relevant to the Commission's mission.
- Active outreach and recruitment shall be conducted to ensure that all residents are aware of appointment opportunities, with the goal that a majority of members come from historically underrepresented groups.
- All applicants shall be considered based on their individual qualifications and ability to contribute to the Commission's work.

E. Other Considerations

The Commission shall elect a Chair and a Clerk.

All meetings and activities of the Commission shall comply with 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.

Requests for staff assistance or operating resources shall be made through the Town Manager in accordance with established Town procedures.



OLD NORTH BRIDGE

TOWN OF CONCORD

TOWN HOUSE - P.O. BOX 535
CONCORD, MASSACHUSETTS 01742

To: Mark Howell, Chair, Concord Select Board

From: Mimi Graney, Economic Vitality Manager

Date: December 31, 2025

Re: Public Art Proposal – **Creative Crosswalks – “Pride Crossing”**

Request for Preliminary Approval of Public Art - “Creative Crosswalks” - on town-owned property in West Concord and Concord Center

Sponsor:

The Concord Diversity, Equity and Inclusion Commission wishes to execute two crosswalks as part of the ConcordPride Celebrations in 2026.

- In Concord Center across Main Street at 28 Main Street (by Vanderhoofs)
- In West Concord across Commonwealth Avenue at 110 Commonwealth (by Eva’s Little Kitchen)

Purpose:

Sidewalk decals within the commercial areas are a bright, bold way for Concord to display its support of the LGBTQIA community and to amplify the festivities of Concord Pride taking place town-wide.

Public art creates a presence and awareness for folks who might otherwise be reached through event marketing. “Art Loop” of sidewalk decals in West Concord were well received. Proved to be cost effective means to execute temporary art installation.

This art fits within the goals of Concord’s cultural districts, desire to lift up unheard voices and make Concord a more welcoming and inclusive committee.

Site(s):

Within the voids of the white bands of the existing crosswalks large scale custom printed pavement floor graphics will be affixed to echo the colors of the Progress Pride

Flag. (The Progress Pride Flag updates the original eight-striped rainbow flag created in 1978. The Progress Pride of 2018 has six rainbow colors of red, orange, yellow, green, blue and purple accompanied by black, brown, light blue, pink and white to represent Black, Brown and transgender communities within the LGBTQ+ umbrella.)

The decals for this application will be the same as those installed in West Concord that held up well to foot traffic for months. They are skid resistant and easy to install and remove, leaving no residue on the surface.

Project Description:

Background: This project was inspired by creative crosswalk projects executed worldwide, especially Pride themed rainbow crosswalks world-wide to support LGBTQIA+ community members. The use of the materials was identified through the success of the decals project in West Concord.

Funding & Budget:

Decals, set-up fee and printing:	\$3,000
Installation, 1 day @ \$750/day:	\$750
Police details for roadway install:	\$400
Contingency	\$500
 Total Project Estimate:	 \$4,650.

Funding shall be provided by Concord Pride sponsors /fundraising

Site constraints:

The Concord Center crosswalk is within the Main Street Historic District and therefore, should the decals remain in place for a term longer than 48 hours, would require a certificate of appropriateness from the Historic Districts Commission.

Crosswalks are important for pedestrian safety in the two business districts. Close monitoring is needed to ensure there are no hazards created. Reviews will be requested of Public Works Highway Division as well as Concord Police.

Materials:

Communities approach creative crosswalks using a variety of materials.

- Oil-based traffic paints and exterior latex paints are commonly used but these decay unevenly under the vehicle movement. The designs begin to degrade within just days.
- Thermoplastic and epoxy materials resist wear and can look good for years but are appropriate only for more permanent applications and are expensive.
- Pavement Floor Graphics are intended for pedestrian areas and for concrete but can withstand short-term vehicle movement. This material allows for short-term installation and to be removed without trace.

This proposal engages the use of pavement floor graphics. The design preserves the existing white crosswalk striping with the colorful decals filling the gaps.

The decals, the same as used in West Concord successfully on sidewalks, are professionally printed on weather-proof floor wrap designed for outdoor use. The decal is produced with a non-skid heavy texture matte overlamine so that the surface is not slippery. The decals will be produced by [Sticker Genius](#).

A single test decal would be installed in mid-late April within one crosswalk to assess how the material responds to vehicle traffic.

Installation: A local independent contractor will be secured to do the work. Police details will be engaged to assist with traffic management.

Term & Maintenance: The intention is for the decals to remain in place for the celebration of Pride in the month of June. Depending on community feedback, the term could be for as little as three days for the weekend of local Pride events or for the entire month.

It is not yet known how they will respond to vehicle traffic. Removal can be executed within minutes. Decals that fall into poor condition can and would be removed quickly and leave no trace.

Schedule:

March 2026: Test decal ordered

Mid-Late April 2026: Test decal installed and assessed. If test is successful, Select Board meeting to request final approval for full installation. Fundraising executed.

May 2026: Full set of decals ordered

June 2026 – first week: Sidewalk Decals installed in two locations for Concord Pride. Installation weather dependent. Sometime between June 1 and June 5.

June 6, 2026: Community Celebrations for ConcordPride

June 2026 – last week: Decals removed no later than July 2. Exact date to be determined.

Community:

The project will involve collaboration with Concord-based partners to engage nearby businesses, cultural districts, and community organizations. Funding for installation will be secured through community sponsorships. Formal letters of support have been received from The Umbrella Art Center, Concord Flower Shop, First Parish in Concord, West Concord Union Church and Windhorse Counseling.

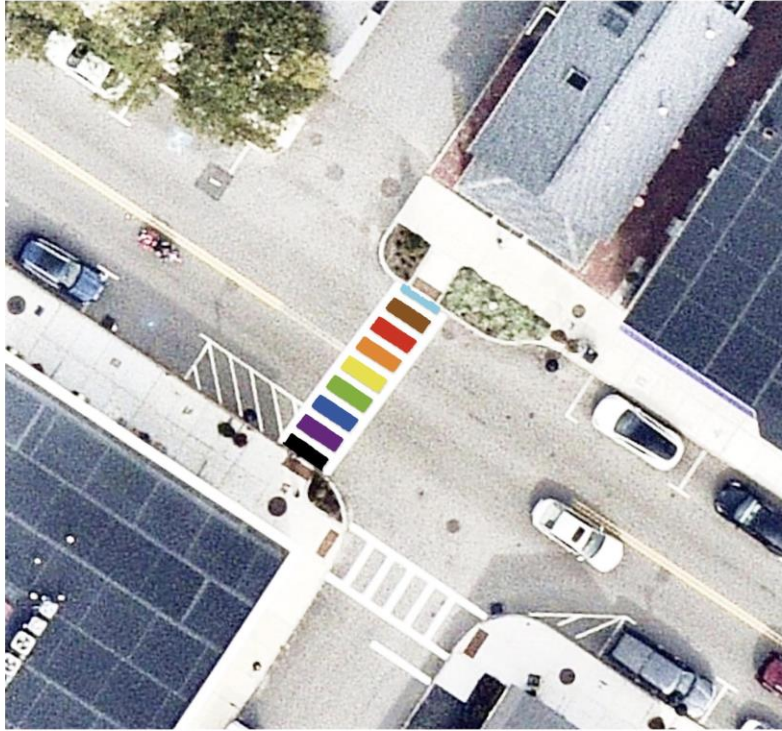
Administration and Town Responsibilities:

- The DEI Commission, with the assistance of the Economic Vitality Manager, will engage an outside contractor to install the decals.
- Aaron Miklosko of Highway & Grounds to advise on installation and contract related requirements.
- Public Works will be consulted when scheduling the date of installation to ensure there are no negative impacts on other work happening in the area.
- Ron Holsinger and Concord Police to advise on installation and for traffic management for installation and removal.



Street level view of existing Concord Center Crosswalk





West Concord at 110 Commonwealth Ave





Concord Center at 28 Main Street

The [West Concord Art Loop](#) was a temporary art installation the summer and fall of 2025 of 130 weatherproof decals of works by local artists on the sidewalks of West Concord Village executed by the WC Cultural District.



Creative crosswalks have proven popular worldwide. The rainbow design of the Pride flag in particular has been embraced as a means for communities to increase LGBTQIA visibility.





THE UMBRELLASM
ARTS CENTER

To: Mark Howell, Chair, Concord Select Board

Dear Mr. Howell:

I am writing this note in enthusiastic support of the Public Art Proposal - Creative Crosswalks - "Pride Crossing".

Over the last two years I have been happy to see the growth and support of Concord Pride. I know, both on a personal and organizational level - how much it means to members of our entire community to feel welcome and included.

These public art projects in Concord and West Concord will help expand that spirit throughout the month of June and will no doubt increase a sense of welcome, inclusion, and greater visibility and visitation in both areas.

Based on my perspective and experience I strongly support the installation of these public art projects and encourage the Select Board to grant swift and full approval.

Sincerely

Eileen Williston
Executive Director
The Umbrella Arts Center



December 11, 2025

To: Mark Howell, Chair, Concord Select Board

I am writing this note in support of the Public Art Proposal – Creative Crosswalks – “Pride Crossing”.

Before serving First Parish in Concord, I was a Parish Minister in another historic town, Newport, RI. Community leaders and residents worked together to advocate for a more visible welcome for LGBTQIA+ folks who had experienced hostility and exclusion. Over time, Newport grew in its affirmation of all people. On a recent visit, I was delighted to see two crosswalks painted in bright colors like the Progress Flag in front of Equality Park. See photo below.

Over the last two years I have been happy to see the growing support of Concord Pride and know how much it means to members of our entire community to feel welcome and included.

These public art projects in Concord and West Concord will help expand that spirit throughout the month of June and will increase a sense of welcome, inclusion and greater visitation in both areas.

Base on my perspective and experience I support the installation of these public art project and encourage the Select Board to grant swift and full approval.

Sincerely,
Rev. Amy A. Freedman
Minister of Religious Education



Support for Public Art Proposal - Creative Crosswalks

From Joyce DeGreeff <joycedegreeff@gmail.com>
Date Tue 12/16/2025 12:44 PM
To Mimi Graney <MGraney@concordma.gov>
Cc Joe Palumbo <[REDACTED]>

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

Hi Mimi - I'm sending this along from the church where I work in support of the Art for All proposal. Thank you for gathering input on this!
Joyce

On behalf of West Concord Union Church (WCUC), please accept this letter in support of the Public Art Proposal for Creative Crosswalks: Pride Crossing.

WCUC has long been an "Open and Affirming" community with an intentional welcome and celebration of all people, including those with disabilities and those who identify as LGBTQIA+. We have often partnered with Art for All on projects for our church and we highly recommend this organization whose mission, in part, states:

"At Art for All we believe that art is a powerful force for bringing people together, for instilling a sense of purpose and belonging, and spreading joy throughout the community. We give people of all abilities and circumstances the opportunity to participate in creative activities."

Members of WCUC have been planners and participants in Concord Pride over the past two years and we are thrilled to witness its growing energy in our town. We know, firsthand, how much it means to members of our local community to feel valued and celebrated. We believe that the Creative Crosswalks art project, Pride Crossing, will help to expand this spirit in Concord and West Concord.

Based on our values, vision, and collective experience, we fully support the installation of these crosswalks in June of 2026, and we hope that the Select Board will offer their approval.

In Solidarity,
Joyce DeGreeff
WCUC Director of Youth and Adult Programming

Joanna Swain
WCUC member

Rev. Hannah Brown
WCUC Pastor

To: Mark Howell, Chair, Concord Select Board

I am writing this note in support of the Public Art Proposal – Creative Crosswalks – "Pride Crossing".

I have been a supporter of Concord Pride for 2 years and know how much it means to members of our entire community to feel welcome and included.

Colorful rainbow crosswalks in Concord and West Concord will help expand that spirit throughout the month of June and will no doubt increase a sense of welcome, inclusion and greater visitation in both areas.

Based on my perspective and experience as a small business owner in West Concord I support the installation of these public art project and encourage the Select Board to grant swift and full approval

*Sincerely,
Helen Halloran
Concord Flower Shop
135 Commonwealth Ave
West Concord MA
978-369-2404*



Windhorse Counseling, LLC
9 Pond Lane
Suite 4D
Concord, MA 01742
(978) 759-5185

11 December 2025

Mark Howell, Chair
Concord Select Board
22 Monument Square
Concord, MA 01742

Re: Public Art Proposal – “Pride Crossing”

Dear Mr. Howell,

I am writing this note in support of the Public Art Proposal – Creative Crosswalks – “Pride Crossing.” We’ve not met, but my name is Alannah DiBona, and I am the executive director of Windhorse Counseling, a fifteen-practitioner clinical mental health practice located in the Damonmill. For the past two years, my team and our clients have found the town’s support of Concord Pride to be incredibly meaningful. While a sense of safety and inclusion in one’s community should be a right, for our young LGBTQIA+ clients and their families, the town’s enthusiasm around Pride has resulted in feelings of hope and warmth. In today’s climate, this is nothing short of a gift.

The proposed public art projects in Concord and West Concord will continue to expand that spirit throughout the month of June. While the exact content of our conversation with clients is privileged and protected, we can assure you that the visible support for Pride will no doubt increase a sense of welcome, inclusion and greater visitation in both areas – and we’ll hear about it!

It is with enthusiasm that I support the installation of these public art project and encourage the Select Board to grant swift and full approval. If you have any questions regarding my support of the matter at hand, I would welcome the opportunity to speak with you.

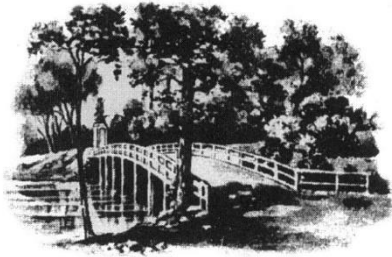
Respectfully,

Alannah A. DiBona, LMHC
Executive Director
Windhorse Counseling



**9 Pond Lane Suite 4D
Concord, MA 01742**

**(978) 759 - 5185
(978) 369 - 0400**



OLD NORTH BRIDGE

TOWN OF CONCORD

TOWN HOUSE - P.O. BOX 535
CONCORD, MASSACHUSETTS 01742

To: Mark Howell, Chair, Concord Select Board

From: Mimi Graney, Economic Vitality Manager

Date: November 18, 2026

Re: Project Approval Request – Black Heritage Historical Markers

Receipt of Grant of \$14,000 from Mass Office of Travel and Tourism

Provisional Approval for set of Historical Markers

Sponsors: Concord DEI Commission, The Robbins House, Economic Vitality & Tourism Divisions

Purpose:

- Educate and build awareness about the presence, variety and value of Concord’s historic and cultural resources.
- Build awareness for historical resources that are inadequately documented and recognized.
- Boost economic vitality by encouraging pedestrian movement within Concord.
- Support the Select Board goal: “Build a more welcoming community.”

Project Description: A set of 8 to 10 carved signs mounted on wooden posts will provide information about each site. The design style will complement existing signs in cultural landscapes of Concord.

Funding & Budget: Total cost is \$28,000. Grant of \$14,000 awarded by Mass Office of Travel and Tourism Destination Capital Grant. Matching funds of \$14,000 from ARPA approved by the Town Manager.

Design and Materials:

- Carved signs, comparable to informational signs in Concord Center burial grounds mounted on a single wooden post.
- Complementary style in a distinguishing color of “Concord red”.
- Finished dimensions to be determined.

Community for Input, Feedback:

- Select Board (final approval)
- Historic Districts Commission (Certificate of Historical Appropriateness)
- Public Works, Highway and Grounds Division
- Natural Resources
- Visitors Center staff, Tourism Manager
- The Robbins House, Concord’s Black History Museum
- Property Owners
- Exempt from sign ordinance as a town sponsored sign

Sites:

Ref #	Location	Address
1	The Great Field, Historic Black and Native Neighborhood	40R Bedford Street
2	First Parish Meeting House (Holy Family Church), Frederick Douglass Speaks at the Universalist Meeting House	20 Lexington Road
3	Hill Burying Ground, John Jack's Grave	Old Hill Burial Ground
4	The Center School (Masonic Lodge)	58 Monument Square
5	Sleepy Hollow Cemetery, graves of Fatima Robbins, John & Jack Garrison, Elsea Dugan, George Washington Dugan	Court Lane & Bedford St.
6	Francis and Ann Bigelow House	19 Sudbury Road
7	John Garrison House	78 Monument St
8	Brister and Fenda Freeman House Site	55 A Walden St
9	Robertson James House	70 Lexington Road
10	Thoreau Farm	341 Virginia Road
11	The Wayside, Underground Railroad activity	455 Lexington Road
12	Alcott's Orchard House	399 Lexington Road
15	Trinitarian Congregational Church, Robbins family worshipped here, anti-slavery activism	54 Walden St
17	Old Jail Site - Thoreau's <i>Civil Disobedience</i>	Monument Square
19	Concord Depot, Underground Railroad connection	90 Thoreau St

Other sites – Unmarked – for support materials

13	Concord Museum	200 Lexington Road
14	Emerson House	28 Cambridge Turnpike
16	Civil War Memorial	Monument Square
18	Concord Free Public Library	129 Main Street
20	Robbins House	320 Monument St
21	The Old Manse, John Brown spoke here, Frank Sanborn (“Secret Six” supporting Brown’s fight against slavery) lived here	269 Monument St

Terms & Maintenance:

To be determined.

Schedule/Timeline:

December '25:	Execute grant contract
January '26:	Engage Sign Maker and Historic Districts Commission in sign design.
February:	Finalize sign design. Draft sign text
March:	Discussions with property owners, community conversations.
April:	Complete review of sign text for historical accuracy and cultural appropriateness
May:	Secure final approvals from Historic Districts Commission, property owners, MOTT grant funder.
June:	Select Board final approval
July:	Fabrication of signs
August – September:	Installation of 8-10 permanent historical markers and a community launch event

Context:

Communities across the country have been reclaiming and elevating their Black heritage through historic markers, interpretive signage, and designated districts, offering valuable models for Concord as we work to honor the full sweep of our own history.

Massachusetts Examples:

- New Bedford established the *Abolition Row Historic District*, which includes a Black Heritage Trail and the newly created *Abolition Row Park*. The initiative highlights the intertwined stories of Black and white abolitionists, preserves significant homes and landscapes, and provides accessible public interpretation through signage and guided tours.
- Boston's Black Heritage Trail, developed in partnership with the Museum of African American History and the National Park Service, uses interpretive signs and wayfinding to tell the story of the free Black community on Beacon Hill. The trail anchors a broader program of public history and preservation that has elevated sites such as the African Meeting House and the Abiel Smith School.
- Nantucket's African Meeting House and Black Heritage Trail, overseen by the Museum of African American History, include both site-based interpretation and a walking route that was developed through community partnerships and dedicated research.

National Examples:

- Charleston, South Carolina, through its *International African American Museum* and African American Historical Commission, installed interpretive signs across the city recognizing Gullah culture, the domestic slave trade, Reconstruction history, and free Black communities.
- Savannah, Georgia has a city-supported *Black Heritage Trail* with markers interpreting sites associated with the civil rights movement, early free Black neighborhoods, and African American leaders.
- Portsmouth, New Hampshire created the *African Burying Ground Memorial Park* that pairs a commemorative landscape with interpretive panels to publicly acknowledge and honor previously unmarked history.
- Richmond, Virginia’s “Slave Trail” uses wayfinding signs and interpretive markers to guide visitors along the historical path of the domestic slave trade, tying together research, archaeology, and public education.

With 22 documented sites in Concord that collectively illuminate the lives and contributions of Black and white residents — enslaved and free seeking emancipation for all — the installation of the first signs would be a meaningful, phased approach aligned with successful models across the country.

Approach:

The planning and implementation process for these signs will follow a model similar to the successful approach used for the 250th anniversary benches—an iterative, collaborative process that refines locations and design details with community and regulatory input.

To date, 22 potential Black Heritage sites have been documented through preliminary research. All 22 will be incorporated into accompanying materials, including digital content, printed guides, and educational resources, ensuring that the full scope of Concord’s Black history is represented regardless of sign placement.

Of these, 15 sites have been identified as appropriate candidates for interpretive signage. Working through outreach to property owners, community discussions, and formal review by relevant Town departments and committees—including a determination of appropriateness by the Historic Districts Commission—we will narrow this list to a final set of 8–10 sites for installation.

Interpretive text for each selected site will be developed with careful attention to historical accuracy, cultural sensitivity and appropriateness, and narrative clarity, and will undergo expert review before fabrication.

Re: getting on the agenda for your next meeting

From Rose Cratsley <[REDACTED]>

Date Tue 12/16/2025 1:13 PM

To [REDACTED]

Cc Andrea Foncerrada <[REDACTED]>; Brian_DEI <[REDACTED]>; DEI <dei@concordma.gov>

Hello Margot,

Thank you for reaching out about the Lantern Parade and Party. It sounds like a wonderful community event.

We do include time on the agenda for upcoming events and activities, followed by public comment, and we welcome you to attend an upcoming meeting to share details about the Lantern Parade.

I have included our Clerk, Brian Farber, and our Town Liaison, Magnolia, for awareness. Moving forward, please use dei@concordma.gov for DEI-related requests so we can streamline communication.

Thank you. We look forward to learning more.

Warmly,
Rose

On Mon, Dec 15, 2025 at 5:05 PM Margot Kimball <[REDACTED]> wrote:

Hello Andrea and Rose,

Would it be possible for me to get on the agenda for the DEI meeting on Jan. 7th? I greatly appreciate a few minutes, 5 at the most I would think, to tell people about the Lantern Parade and Party. I would not be asking for any financial support, just informing people about the event.

Margot

--

Margot Kimball

[REDACTED]
she/her

[Art for All](#), 501c3 nonprofit

Executive Director

Connect with me on [LinkedIn](#)

152 Comm. Ave. Suite 16

Concord, MA

[DONATE](#)