



The Commonwealth of Massachusetts
Office of the Attorney General
One Ashburton Place
Boston, Massachusetts 02108

OPEN MEETING LAW COMPLAINT FORM

Instructions for completing the Open Meeting Law Complaint Form

The Attorney General's Division of Open Government interprets and enforces the Open Meeting Law, Chapter 30A of the Massachusetts General Laws, Sections 18-25. Below is the procedure for filing and responding to an Open Meeting Law complaint.

Instructions for filing a complaint:

- o Fill out the attached two-page form completely and sign it. File the complaint with the public body within 30 days of the alleged violation. If the violation was not reasonably discoverable at the time it occurred, you must file the complaint within 30 days of the date the violation was reasonably discoverable. A violation that occurs during an open session of a meeting is reasonably discoverable on the date of the meeting.
- o To file the complaint:
 - o For a local or municipal public body, you must submit a copy of the complaint to the chair of the public body AND to the municipal clerk.
 - o For all other public bodies, you must submit a copy of the complaint to the chair of the public body.
 - o Complaints may be filed by mail, email, or by hand. Please retain a copy for your records.
- o If the public body does not respond within 14 business days and does not request an extension to respond, contact the Division for further assistance.

Instructions for a public body that receives a complaint:

- o The chair must disseminate the complaint to the members of the public body.
- o The public body must meet to review the complaint within 14 business days (usually 20-22 calendar days).
- o After review, but within 14 business days, the public body must respond to the complaint in writing and must send the complainant a response and a description of any action the public body has taken to address it. At the same time, the body must send the Attorney General a copy of the response. The public body may delegate this responsibility to its counsel or a staff member, but only after it has met to review the complaint.
- o If a public body requires more time to review the complaint and respond, it may request an extension of time for good cause by contacting the Division of Open Government.

Once the public body has responded to the complaint:

- o If you are not satisfied with that the public body's response to your complaint, you may file a copy of the complaint with the Division by mail, e-mail, or by hand, but only once you have waited for 30 days after filing the complaint with the public body.
- o When you file your complaint with the Division, please include the complaint form and all documentation relevant to the alleged violation. You may wish to attach a cover letter explaining why the public body's response does not adequately address your complaint.
- o The Division will not review complaints filed with us more than 90 days after the violation, unless we granted an extension to the public body or you can demonstrate good cause for the delay.

If you have questions concerning the Open Meeting Law complaint process, we encourage you to contact the Division of Open Government by phone at (617) 963-2540 or by e-mail at openmeeting@state.ma.us.

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OPEN MEETING LAW COMPLAINT FORM

Office of the Attorney General
One Ashburton Place
Boston, MA 02108

Please note that all fields are required unless otherwise noted.

Your Contact Information:

First Name: John Last Name: Dilworth

Address: _____

City: Concord State: MA Zip Code: 01742

Phone Number: _____ Ext. _____

Email: _____

Organization or Media Affiliation (if any): _____

Are you filing the complaint in your capacity as an individual, representative of an organization, or media?

(For statistical purposes only)

Individual Organization Media

Public Body that is the subject of this complaint:

City/Town County Regional/District State

Name of Public Body (including city/town, county or region, if applicable): Concord Select Board

Specific person(s), if any, you allege committed the violation: Cameron McKennitt, Mark Howell, Kerry Lafleur

Date of alleged violation: 20-22 Jan 2026

Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

The Select Board of Concord was due to consider a Proclamation on Antisemitism on January 26 (subsequently postponed until January 27). They violated Open Meeting Law by making the following private deliberations beforehand (among others):

The first draft of the proclamation, prepared by Mr McKennitt with Ms Lafleur, was privately circulated by Ms Lafleur (on Mr Howell's suggestion) to the other members of the Select Board prior to public disclosure. As this draft represented the opinion of Mr McKennitt, sharing it with the whole Board prior to public disclosure constituted a private deliberation. Open Meeting Law is clear that members of a public body cannot use staff as proxies for deliberation.

Ms Lafleur solicited feedback to the draft and made edits based on that feedback before posting the proclamation in the meeting packet. This version was thus taken by Board members to represent their consensual view when shared in the public packet: Ms Lafleur referred to this in a subsequent email as "vetted," as did Mr Boehm, who also called it "de facto approved". Both used this supposed "vetted" status to argue against the acceptance of a later (also privately shared) amendment.

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

Because the inertial status of this original document as "vetted" clearly disrupted the normal course of deliberations, nullification of the vote endorsing the proclamation is the appropriate response.

As the IHRA definition of antisemitism was the only controversial aspect of this proclamation, it would be appropriate for the Board to subsequently endorse a version of the proclamation that simply omits any mention of this definition.

Review, sign, and submit your complaint

I. Disclosure of Your Complaint.

Public Record. Under most circumstances, your complaint, and any documents submitted with your complaint, is considered a public record and will be available to any member of the public upon request.

Publication to Website. As part of the Open Data Initiative, the AGO will publish to its website certain information regarding your complaint, including your name and the name of the public body. The AGO will not publish your contact information.


II. Consulting With a Private Attorney.

The AGO cannot give you legal advice and is not able to be your private attorney, but represents the public interest. If you have any questions concerning your individual legal rights or responsibilities you should contact a private attorney.

III. Submit Your Complaint to the Public Body.

The complaint must be filed first with the public body. If you have any questions, please contact the Division of Open Government by calling (617) 963-2540 or by email to openmeeting@state.ma.us.

By signing below, I acknowledge that I have read and understood the provisions above and certify that the information I have provided is true and correct to the best of my knowledge.

Signed: _____ 

Date: 2/27/26

For Use By Public Body
Date Received by Public Body:

For Use By AGO
Date Received by AGO:

Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

The Select Board of Concord was due to consider a Proclamation on Antisemitism on January 27. A draft of this proclamation was published in a "Meeting Packet" on the town website on January 23. Chair Mark Howell subsequently violated Open Meeting Law in the following manner:

On January 26, Mr Howell proposed an amended version of the proclamation, using language suggested by Professor Ben Eidelson that limited the effect of the proclamation's endorsement of the IHRA definition of antisemitism. Mr Howell proposed this amended version to the whole board via Ms Reichman (Executive Assistant to the Select Board), who wrote: "In response the feedback [sic] on the proclamation that is enclosed in the packet, Chair Howell is proposing the following amended proclamation." This amended version was never posted as part of the meeting packet, and was never explicitly mentioned during the discussion portion of the meeting.

Open Meeting Law issues were implicitly raised with Mr Howell and Ms Reichman by Mr McKennitt: "Are we planning on publishing this in the meeting packet online[?]... some people in the public may voice concern over seeing this for the first time in the meeting itself". Ms Reichman replied simply, "I do not believe that I have been asked to include it in the meeting packet". Mr Howell had an opportunity here to correct the OML violation by making his proposed amendment public, and did not do so, so it is reasonable to assume the violation was intentional.

In the public meeting, it became clear that at least one member (Ms Rovelli) thought that this amended version was being discussed and voted on, while others clearly thought the original version was under discussion. During discussion, Ms Rovelli stated, "I think some of the modifications we made to the proclamation help add some clarity to the definition and I think that's very helpful to the community." After the vote affirming the proclamation, Ms Rovelli in her role as Clerk read aloud the text, and included a full paragraph of the Eidelson text before being interrupted by Mr Boehm and Mr McKennitt, who insisted this was not the version that had been accepted.

While Mr Howell had been clear at the start of discussion that the text being considered was the version "in the packet", this is where the amended text should have been by law, and Ms Rovelli was not to have assumed her colleague was breaking the law by not publicizing his amended version. While Mr Boehm had been informed that the original version would be discussed first, and Mr McKennitt had been informed that the amended version was not in the packet, Ms Rovelli and Ms Hartman do not appear to have been informed of either.

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

As this violation of Open Meeting Law undermined the deliberative process to such an extreme degree that Board members themselves were unaware which version they were discussing and voting on, the only suitable remedy is a nullification of the vote approving the proclamation.

The substance of this violation concerns the IHRA definition of antisemitism, so it would be appropriate for the Board to subsequently endorse a version of this proclamation that simply omits any mention of this definition.

Review, sign, and submit your complaint

I. Disclosure of Your Complaint.

Public Record. Under most circumstances, your complaint, and any documents submitted with your complaint, is considered a public record and will be available to any member of the public upon request. However, the Attorney General's Office will not disclose your address, phone number or email address in response to a public records request.

Publication to Website. As part of the Open Data Initiative, the AGO will publish to its website certain information regarding your complaint, including your name and the name of the public body. The AGO will not publish your contact information.


II. Consulting With a Private Attorney.

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By signing below, I acknowledge that I have read and understood the provisions above and certify that the information I have provided is true and correct to the best of my knowledge.

Signed: _____ 

Date: 2/23/26

For Use By Public Body
Date Received by Public Body:

For Use By AGO
Date Received by AGO:



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Office of the Attorney General
One Ashburton Place
Boston, MA 02108

Your Contact Information:

First Name: John Last Name: Dilworth

Address: _____

City: Concord State: MA Zip Code: 01742

Phone Number: _____

Email: _____

Organization or Media Affiliation (if any): _____

Are you filing the complaint in your capacity as an individual, representative of an organization, or media?

(For statistical purposes only)

Individual Organization Media

Public Body that is the subject of this complaint:

City/Town County Regional/District State

Name of Public Body (including city/town, county or region, if applicable): Concord Select Board

Specific person(s), if any, you allege committed the violation: Paul Boehm

Date of alleged violation: 26-27 January 2026

Description of alleged violation:

Describe the alleged violation that this complaint is about. If you believe the alleged violation was intentional, please say so and include the reasons supporting your belief.

Note: This text field has a maximum of 3000 characters.

The Select Board of Concord was due to consider a Proclamation on Antisemitism on January 27. A draft had been published on the town website on January 23. On January 26 Chair Mark Howell privately proposed an amendment using language suggested by Professor Ben Eidelson that limited the effect of the proclamation's endorsement of the IHRA definition of antisemitism (this is the subject of a separate complaint against Mr Howell). Mr Boehm subsequently violated Open Meeting Law in the following manner:

Mr Boehm contacted a representative of Concord Carlisle Against Antisemitism (who had lobbied for this endorsement of the IHRA definition), to solicit counterarguments to free speech concerns that had been expressed alongside Prof Eidelson's proposed text. Mr Boehm then forwarded CCAA's reply to the whole board. He included an explicit declaration of his support for the originally drafted document: "As you know I fully support the proposed proclamation and have had a hand in its development."

Mr Boehm contacted Mr Howell and Mr McKennitt, on Jan 26 and 27, in separate emails, to express his opposition to the amended proclamation. He included similar arguments to both: that the original draft, published to the town's website 3-4 days earlier on Jan 23, had the "overwhelming support" of the local Jewish community; and that the original draft had been "vetted" through a collaborative editing process (which is itself the subject of another complaint). Mr Boehm's emails constituted a form of serial communication of his opinions, and thus a private deliberation among a quorum (3) of the Select Board's members.

Mr Boehm also wrote to Mr McKennitt: "There has been a lot of offline discussion. Give me a call if you want to discuss." This suggests there may have been further deliberations, before and after this email, that took place by phone and thus are not discoverable as public records.

What action do you want the public body to take in response to your complaint?

Note: This text field has a maximum of 500 characters.

The appropriate remedy for the private email deliberations is the Select Board releasing all relevant correspondence to the public (suitably redacted to remove the name of the private individual with whom Mr Boehm corresponded).

Mr Boehm should sign an affidavit to the effect that he did not use phone conversations (text or call) to deliberate privately with other members of the Select Board on this proclamation.

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By signing below, I acknowledge that I have read and understood the provisions above and certify that the information I have provided is true and correct to the best of my knowledge.

Signed: _____ 

Date: 2/23/26

For Use By Public Body
Date Received by Public Body:

For Use By AGO
Date Received by AGO:



Town of Concord

Select Board

22 Monument Square

P.O. Box 535

Concord, Massachusetts 01742-0535

Tel: (978) 318-3000

Fax: (978) 318-3093

March 13, 2026

John Dilworth
37 Hubbard Street
Concord, MA 01742

RE: Response to OML Complaints

Dear Mr. Dilworth;

The Select Board met on March 10, 2026 to review three OML Complaints received on February 23, 2026 regarding the development of a proclamation by the Select Board culminating on January 27, 2026. The Board subsequently met on March 12, 2026 to review and approve this response. The complaints are referenced as they are ordered in those meeting packets.

In response to the first complaint, the board finds that in the course of sharing a draft of the proclamation document that was being prepared for the meeting there was an inadvertent and unintentional violation of the Open Meeting Law related to the circulation of comments back to the Select Board. The Select Board intends to disclose the relevant emails and amend the minutes of the January 27, 2026 meeting to include those emails. A draft of the revised minutes will be developed and distributed for approval by the Select Board at the March 23, 2026 meeting.

In reviewing the first complaint in the March 10, 2026 meeting, Chair Howell noted: "Our normal practice, of course, is to review drafts at meetings and then submit edits or changes, discuss potential changes, and then bring the final to another meeting. In this case, we didn't do that, and I think that it's... it's very fair to say that one of the concerns here is that we put ourselves under a time constraint, and therefore, acted in ways that are against our normal practice." As a matter of practice, draft and final versions of documents to be discussed by the board at meetings are published in the "Meeting Documents" section of the Select Board's webpage.

The second complaint references the distribution of a proposed alternate version of the proclamation (referred to as an "amendment") that was prepared by a third party and sent via email to the Select Board. Chair Howell re-distributed the proposed alternative, indicating via email to staff that it should be distributed with an additional document that was referenced in the proposed alternate but not attached.

The full text of that instruction is included here:

“I am inclined to propose to the board that we consider adopting this modified version of the Proclamation with the additional modification that you made to the last paragraph added. Can you prepare that and distribute it? Also, since it references the “Nexus Document” as an alternative to the IHRA definition. Let’s distribute that as well. I’m attaching it. “

Note, that the “additional modification that you made to the last paragraph added” refers simply to changing the date of the proclamation since the meeting had been rescheduled from January 26 to January 27 due to a major snowstorm.

Although the intention of Chair Howell was to provide relevant material to enable the Board members to consider the alternate version, the phrasing does imply support for the alternative and should not have been in a directive to distribute meeting materials to a quorum. This implication was unintended and did cause confusion. A partial remedy was proposed at the time by a member of the Select Board, to include the proposed alternative in the meeting materials packet. However, Chair Howell did not direct staff to do this, which was an error. To correct this, these documents and the related emails will also be included in the revised minutes of the meeting.

The third complaint relates to other email communications by a member related to consideration of the alternative version discussed in complaint two. There are two parts to this complaint. In the first part the forwarding of an email from a community member, Ms. Jodi Sperber to the Select Board is considered in the complaint as a violation of OML.

Select Board member Boehm had solicited advice from Ms. Sperber and after receipt of her reply, asked staff, with Ms. Sperber’s permission, to forward her message to the other members of the Select Board. In doing so staff inadvertently sent the entire email string to the Select Board, which included Mr. Boehm’s private comments to Ms. Sperber. In asking staff to forward the message, Mr. Boehm’s sole intent was to share Ms. Sperber’s comments, and not his private comments to Ms. Sperber. Instead, his comments and private opinions were shared inadvertently with the other Select Board members. In this instance Mr. Boehm should have been clearer in his request of staff.

The second part the complaint mentions two emails, one to Chair Howell and the other to Select Board Member McKennitt. Though focused on a similar topic – the late introduction of an alternative version written by a 3rd party and introduced by Mr. Howell to the Board via staff – the messages differ in their content and intent. However, in both emails Mr. Boehm did share with Mr. Howell and Mr. McKennitt his opinion that the version drafted by Mr. McKennitt and Town Manager Lafleur, did have “overwhelming support from Concord’s Jewish community”. This correspondence occurred in a fast-moving dynamic environment during which the Select Board continued to receive daily correspondence from community members. Nevertheless, the sharing of this opinion to two other Board members outside of a public meeting was unintentional and careless and could be construed as sharing an opinion with a quorum of Select Board members.

Finally, the reference in the email to Mr. McKennitt of “a lot of offline discussion” was referring to community messaging and conversations and not to Select Board conversations or messaging. Mr. Boehm states that to the best of his knowledge all relevant emails have been provided by the Town Archivist in response to Mr. Dilworth’s original Public Records Request and that Mr. Boehm did not use phone conversations (text or call) to deliberate privately with other members of the Select Board on this proclamation.

As with the other two complaints, the Select Board proposes to resolve this complaint through renewed focus on compliance with Open Meeting Law restrictions on email content and communications, taking additional care in the composition of message necessary for meeting preparation. As well as publishing the relevant email communications as part of the revised minutes of the January 27, 2026 meeting.

In its review of the complaint at a public meeting on March 10, 2026, the board recognizes there has been significant feedback related and that the intent in including a reference to the IHRA definition to antisemitism in the proclamation of January 27, 2026 may have been unclear. Therefore, the board declared that it intends to schedule a public discussion of the purpose of that reference with an expectation that a clarifying statement or action may be taken at a future meeting. The Chair has proposed that as an agenda item for the April 13, 2026 meeting. The item will be noticed as "Discussion of the reference to the IHRA definition of antisemitism in the January 27, 2026 Select Board proclamation."

Sincerely,

A handwritten signature in black ink, appearing to read "Mark L. Howell". The signature is fluid and cursive, written over a thin horizontal line.

Mark L. Howell
Chair, Select Board

Cc: Office of Attorney General, Division of Open Government

DRAFT OML Complaint response.

The Select Board met on March 10, 2026 to review three OML Complaints received on February 23, 2026 regarding the development of a proclamation by the Select Board on January 27, 2026. The Board subsequently met on March 12 to review and approve this response. The complaints are referenced as they are ordered in those meeting packets.

In response to the first complaint, the board finds that in the course of sharing a document that was being prepared for the meeting there were inadvertent and unintentional violations of the Open Meeting Law. The Select Board intends to disclose the relevant emails and amend the minutes of the January 27, 2026 meeting to include those emails. A draft of the revised minutes will be developed and distributed for approval by the Select Board at the March 23, 2026 meeting.

In reviewing the first complaint in the March 10 meeting, Chair Howell noted: " Our normal practice, of course, is to review drafts at meetings and then submit edits or changes, discuss potential changes, and then bring the final to another meeting. In this case, we didn't do that, and I think that it's... it's very fair to say that one of the concerns here is that we put ourselves under a time constraint, and therefore, acted in ways that are against our normal practice." As a matter of practice, draft and final versions of documents to be discussed by the board at meetings are published in the "Meeting Documents" section of the Select Board's webpage.

The second complaint references the distribution of a proposed alternate version of the proclamation (referred to as an "amendment") that was prepared by a third party and sent via email to the Select Board. The Chair Howell re-distributed the proposed alternative, indicating via email to staff that it should be distributed with an additional document that was referenced in the proposed alternate but not attached. The full text of that instruction is included here:

"I am inclined to propose to the board that we consider adopting this modified version of the Proclamation with the additional modification that you made to the last paragraph added.

Can you prepare that and distribute it? Also, since it references the "Nexus Document" as an alternative to the IHRA definition. Let's distribute that as well. I'm attaching it. "

Note, the "additional modification that you made to the last paragraph added" refers simply to changing the date of the proclamation since the meeting had been rescheduled from January 26 to January 27 due to a major snowstorm.

Although the intention of Chair Howell was to provide relevant material to enable the Board members to consider the alternate version, the phrasing does imply support for the alternative and should not have been in a directive to distribute meeting materials. This implication was unintended and did cause confusion. A partial remedy was proposed at the time by a member of the Select Board, to include the proposed alternative in the meeting materials packet. However, Chair Howell did not direct staff to do this, which was an error. To correct this, these documents and the related emails will also be included in the revised minutes of the meeting.

The third complaint relates to additional email communications by a member related to consideration of the alternative version discussed in complaint two. Member Boehm has independently developed a response as he is the named party and it is included here:

Boehm Statement on OML Complaint #3

There are two parts to this complaint. In the first part the forwarding of an email from a community member, Ms. Jodi Sperber to the Select Board is considered as a violation of OML.

Mr. Boehm had solicited advice from Ms. Sperber and after receipt of her reply asked STAFF, with Ms. Sperber's permission, to forward her message to the other members of the Select Board. In doing so STAFF inadvertently sent the entire email string to the Select Board, which included Mr. Boehm's private comments to Ms. Sperber. In asking STAFF to forward the message, Mr. Boehm's sole intent was to share Ms. Sperber's comments, and not his private comments to Ms. Sperber. Instead his comments and private opinions were shared inadvertently with the other elect Board members.

The second part the complaint mentions two emails, one to Mr. Howell and the other to Mr. McKennitt. Though focused on a similar topic – the late introduction of an alternative version written by a 3rd party and introduced by Mr. Howell to the Board via STAFF – the messages differ in their content and intent. However, Mr. Boehm did share with Mr. Howell and Mr. McKennitt his opinion that the version drafted by Mr. McKennitt and Ms. Lafleur, Town Manager did have support from the community. This correspondence occurred in a fast-moving dynamic environment during which the Select Board continued to receive daily correspondence from community members. Nevertheless, the sharing of this opinion to two other Board members outside of a public meeting was careless and could be construed as sharing an opinion with a quorum of Select Board members.

Finally, the reference in the email to Mr. McKennitt of “a lot of offline discussion” was referring to community messaging and conversations and not to Select Board conversations or messaging. Mr. Boehm states that to the best of his knowledge all relevant emails have been provided by the Town Archivist in response to Mr. Dilworth’s original Public Records Request and that Mr. Boehm did not use phone conversations (text or call) to deliberate privately with other members of the Select Board on this proclamation.

End of Statement

As with the other two complaints, the Select Board proposes to resolve this complaint through renewed focus on compliance with Open Meeting Law restrictions on email content and communications, taking additional care in the composition of message necessary for meeting preparation. As well as publishing the relevant email communications as part of the revised minutes of the January 27 meeting.

In its review of the complaint at a public meeting on March 10, the board recognized that the intent in including a reference to the IHRA definition to antisemitism in the proclamation of January 27 may have been unclear. Therefore, the board declared that it intends to schedule a public discussion of the purpose of that reference with an expectation that a clarifying statement or action may be taken at a future meeting. The Chair has proposed that as an agenda item for the April 13, 2026 meeting. The item will be noticed as “Discussion of the reference to the IHRA definition of antisemitism in the January 27th Select Board proclamation.”

From: "Kerry Lafleur" <klafleur@concordma.gov>
Sent: Tue, 20 Jan 2026 22:04:45 +0000
To: "Mark Howell" <markhowell@concordma.gov>; "Wendy Rovelli" <wrovelli@concordma.gov>; "Mary Hartman" <mhartman@concordma.gov>; "Cameron McKennitt" <cmckennitt@concordma.gov>; "Paul Boehm" <pboehm@concordma.gov>
Cc: "Kristin Reichman" <kreichman@concordma.gov>; "Matthew Boiteau" <mboiteau@concordma.gov>; "Kerry Lafleur" <klafleur@concordma.gov>
Subject: FW: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition
Attachments: Antisemitism Proclamation 2026, inc. IDHR adoption.docx

Good afternoon, all-

At last week's meeting, Cameron and I volunteered to draft a proclamation affirming the Town's commitment to oppose antisemitism. There was a further request to also consider adoption of the IDHR definition of antisemitism, <https://holocaustremembrance.com/resources/working-definition-antisemitism>. Some members of the community have expressed some level of concern that this working definition limits freedom of speech.

In working through this draft, we each did our own independent research, and then also reviewed recent action by various communities (Acton, Westford, Millis, Sudbury, and Sharon,) recommended to us as good models. After discussion, Cameron and I have come up with the attached draft proclamation which does incorporation adoption of the IDHR definition but does not embed the definition within the proclamation.

The draft was shared with Mark earlier today, and he has asked that it now be shared with you. If you have questions, comments or other feedback, please direct to me (alone) to avoid any issue with the OML.

Kerry A. Lafleur (she, her)

Town Manager

Town of Concord

klafleur@concordma.gov

(978) 318-3000

Concord250, Still heard round the world: <https://visitconcord.org/concord-250/>
#YouBelongInConcord

From: "Kerry Lafleur" <klafleur@concordma.gov>
Sent: Tue, 20 Jan 2026 22:12:16 +0000
To: "Mark Howell" <markhowell@concordma.gov>; "Wendy Rovelli" <wrovelli@concordma.gov>; "Mary Hartman" <mhartman@concordma.gov>; "Cameron McKennitt" <cmckennitt@concordma.gov>; "Paul Boehm" <pboehm@concordma.gov>
Cc: "Kristin Reichman" <kreichman@concordma.gov>; "Mark Howell" <markhowell@concordma.gov>; "Kerry Lafleur" <klafleur@concordma.gov>
Subject: FW: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition
Attachments: Antisemitism Proclamation 2026, inc. IDHR adoption.docx

Resending due to a potential email glitch! Same attachment.

From: Kerry Lafleur
Sent: Tuesday, January 20, 2026 5:05 PM
To: Mark Howell <markhowell@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>; Mary Hartman <mhartman@concordma.gov>; Cameron McKennitt <cmckennitt@concordma.gov>; Paul Boehm <pboehm@concordma.gov>
Cc: Kristin Reichman <kreichman@concordma.gov>; Matthew Boiteau <mboiteau@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>
Subject: FW: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

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Kerry A. Lafleur (she, her)

Town Manager

Town of Concord

klafleur@concordma.gov

(978) 318-3000

Concord250, Still heard round the world: <https://visitconcord.org/concord-250/>
#YouBelongInConcord

COMMONWEALTH OF MASSACHUSETTS

TOWN OF CONCORD

SELECT BOARD

PROCLAMATION

AFFIRMING THE TOWN OF CONCORD'S COMMITMENT TO OPPOSING ANTISEMITISM, ADOPTING THE IHRA WORKING DEFINITION OF ANTISEMITISM, AND PROMOTING A WELCOMING AND INCLUSIVE COMMUNITY

WHEREAS, Antisemitism- prejudice, hatred, or discrimination against Jewish people, has existed for centuries and continues to cause harm to individuals and communities; and

WHEREAS, The Jewish community has long been and remains an important part of the Town of Concord's civic, cultural, educational, and religious life; and

WHEREAS, Discrimination, intimidation, and harassment on the basis of religion, ethnicity, ancestry, or identity undermine public safety, erode community trust, and are incompatible with the Town's values; and

WHEREAS, Acts of antisemitism, including hateful rhetoric, intimidation, vandalism, and violence, have increased in many communities and cause real harm and fear among Jewish residents; and

WHEREAS, The Town of Concord has recently experienced acts of antisemitism, including swastika graffiti on school grounds and vandalism of a private memorial honoring victims of the October 7, 2023 attacks, which have caused distress and concern within the community; and

WHEREAS, The Town of Concord believes that all residents and visitors should be able to live, work, learn, and participate in community life free from discrimination or hostility; and

WHEREAS, In moments when members of the community express concern about antisemitism, clarity and leadership from elected officials matters; and

WHEREAS, The International Holocaust Remembrance Alliance has developed a working definition of antisemitism that has been adopted by governments and municipalities as a tool to help recognize and understand antisemitism in its various forms;

NOW, THEREFORE, We, the Select Board of the Town of Concord, Massachusetts, on behalf of Concord's employees, committees, community partners, and residents, do hereby condemn antisemitism in all its forms and reaffirm our commitment to foster a welcoming and inclusive community where all people, regardless of faith, background, or identity, are treated with dignity and respect.

For purposes of education, awareness, and recognition, the Select Board hereby adopts the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism, with the understanding that

this adoption does not create new legal standards, enforcement authority, or limitations on constitutionally protected speech.

We further encourage education and awareness to help residents recognize and reject antisemitism and other forms of hate, and we encourage anyone who experiences or witnesses harassment, threats, or suspected hate incidents to report such matters to the appropriate authorities.

Proclaimed this 26th day of January, 2026, in advance of International Holocaust Remembrance Day, a time to honor the memory of the six million Jewish people murdered in the Holocaust and to reaffirm the responsibility of all communities to confront antisemitism and hatred in all its forms.

CONCORD SELECT BOARD

From: "Paul Boehm" <pboehm@concordma.gov>
Sent: Wed, 21 Jan 2026 01:49:06 +0000
To: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: Re: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

Kerry (and Cameron),

Really well done. The only important edit/addition that I would offer is as follows:

WHEREAS, Acts of antisemitism, including **demonizing or stereotypical allegations**, hateful rhetoric, intimidation, vandalism, and violence, have increased in many communities and cause real harm and fear among Jewish residents; and..,

Thanks! Look forward to discussing on Monday.

Paul

Paul D. Boehm

Town of Concord, MA

Select Board

From: Kerry Lafleur <klafleur@concordma.gov>

Sent: Tuesday, January 20, 2026 5:12 PM

To: Mark Howell <markhowell@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>;

Mary Hartman <mhartman@concordma.gov>; Cameron McKennitt

<cmckennitt@concordma.gov>; Paul Boehm <pboehm@concordma.gov>

Cc: Kristin Reichman <kreichman@concordma.gov>; Mark Howell

<markhowell@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>

Subject: FW: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

Resending due to a potential email glitch! Same attachment.

From: Kerry Lafleur

Sent: Tuesday, January 20, 2026 5:05 PM

To: Mark Howell <markhowell@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>;

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<cmckennitt@concordma.gov>; Paul Boehm <pboehm@concordma.gov>

Cc: Kristin Reichman <kreichman@concordma.gov>; Matthew Boiteau

<mboiteau@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>

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Good afternoon, all-

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consider adoption of the IDHR definition of antisemitism, <https://holocaustremembrance.com/resources/working-definition-antisemitism>. Some members of the community have expressed some level of concern that this working definition limits freedom of speech.

In working through this draft, we each did our own independent research, and then also reviewed recent action by various communities (Acton, Westford, Millis, Sudbury, and Sharon,) recommended to us as good models. After discussion, Cameron and I have come up with the attached draft proclamation which does incorporation adoption of the IDHR definition but does not embed the definition within the proclamation.

The draft was shared with Mark earlier today, and he has asked that it now be shared with you. If you have questions, comments or other feedback, please direct to me (alone) to avoid any issue with the OML.

Kerry A. Lafleur (she, her)

Town Manager

Town of Concord

klafleur@concordma.gov

(978) 318-3000

Concord250, Still heard round the world: <https://visitconcord.org/concord-250/>
#YouBelongInConcord

From: "Wendy Rovelli" <wrovelli@concordma.gov>
Sent: Wed, 21 Jan 2026 14:50:50 +0000
To: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: Re: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

I think this looks great and I agree we don't need to incorporate the specific definition. Some people raised the need for a resolution vs. a proclamation, but I think the proclamation is in keeping with our practices and achieves the same public goal.

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From: "Kerry Lafleur" <klafleur@concordma.gov>
Sent: Wed, 21 Jan 2026 15:43:52 +0000
To: "Cameron McKennitt" <cmckennitt@concordma.gov>
Cc: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: FW: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition
Attachments: Antisemitism Proclomation 2026, inc. IDHR adoption.docx

Are you amenable to adding the language below, suggested by Paul? This would be in the 4th WHEREAS clause.

Kerry

From: Paul Boehm <pboehm@concordma.gov>
Sent: Tuesday, January 20, 2026 8:49 PM
To: Kerry Lafleur <klafleur@concordma.gov>
Subject: Re: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

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From: "Kerry Lafleur" <klafleur@concordma.gov>
Sent: Wed, 21 Jan 2026 15:46:06 +0000
To: "Paul Boehm" <pboehm@concordma.gov>
Cc: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: RE: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

Thanks for your feedback, Paul. I'm making a quick check in with Cameron to see if we can just include your edit below to the existing draft now, versus via any discussion at the meeting on Monday.

From: Paul Boehm <pboehm@concordma.gov>
Sent: Tuesday, January 20, 2026 8:49 PM
To: Kerry Lafleur <klafleur@concordma.gov>
Subject: Re: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

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From: "Cameron McKennitt" <cmckennitt@concordma.gov>
Sent: Wed, 21 Jan 2026 21:22:04 +0000
To: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: Re: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

Kerry,

I am fine with Paul's add. In looking through it online, these words are often included in antisemitism examples.

Cameron

From: Kerry Lafleur <klafleur@concordma.gov>
Sent: Wednesday, January 21, 2026 10:43 AM
To: Cameron McKennitt <cmckennitt@concordma.gov>
Cc: Kerry Lafleur <klafleur@concordma.gov>
Subject: FW: DRAFT PROCLAMATION: Antisemitism/ IDHR Definition

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Town Manager

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klafleur@concordma.gov

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Concord250, Still heard round the world: <https://visitconcord.org/concord-250/>

From: "Mahreen Hoda" <Redacted - Exemption C (Privacy)>
Sent: Sun, 25 Jan 2026 15:26:07 -0500
To: "" <markhowell@concordma.gov>,"
<wrovelli@concordma.gov>; "" <pboehm@concordma.gov>,"
<mhartman@concordma.gov>; "" <cmckennitt@concordma.gov>,"
<mhowell@concordma.gov>; "markhowell@concordma.gov"
<markhowell@concordma.gov>; "cmckennitt@concordma.gov"
<cmckennitt@concordma.gov>; "pboehm@concordma.gov"
<pboehm@concordma.gov>
Cc: "ECE TURNATOR" <Redacted - Exemption C (Privacy) """"
<kreichman@concordma.gov>
Subject: Request regarding Proclamation
Attachments: Select Board Antisemitism Proclamation Amdt.pdf, Select
Board Antisemitism Proclamation Amdt.docx

You don't often get email from Redacted - Exemption C (Privacy) [Learn why this is important](#)

Dear Select Board Members Howell, Rovelli, Boehm, Hartman and McKennitt:

Regarding the Proclamation that is on the 1/27 agenda, please see below the letter and proposed amendment from Benjamin Eidelson, Professor of Law at Harvard University. Prof. Eidelson is a constitutional law and antidiscrimination law expert. His credentials are summarized here: <https://hls.harvard.edu/faculty/benjamin-eidelson/>

Prof. Eidelson kindly reviewed the draft Proclamation at our request. He notes that the IHRA definition has been abused in the past, and proposes an amendment that retains the original content but adds language similar to that used by the Massachusetts Special Commission on Combatting Antisemitism in their final report.

We remain concerned that the IHRA definition chills speech about Palestinian human rights, and is too readily abused to censor and punish discussion of Israel's policies. We therefore think that it will have a detrimental effect on dialogue, and should not be referenced in the town's proclamation. However, we understand that the Board believes that the IHRA definition is a tool in recognizing and understanding antisemitism.

Prof. Eidelson's proposed amendments balance the town's embrace of the IHRA definition with clarifying language about its use. We respectfully request that the Board discuss and incorporate Prof Eidelson's amendments.

Best regards,
Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Rd., Carlisle

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

From: **Eidelson, Benjamin** <beidelson@law.harvard.edu>

Date: Sat, Jan 24, 2026 at 9:39 AM

Subject: IHRA proclamation

To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

Dear Mahreen,

You asked for my reactions to the Concord Select Board's draft proclamation adopting the IHRA definition of antisemitism, in light of concerns about how such measures have sometimes had the effect of "chilling" (even if not formally censoring) constitutionally protected speech, or enabling bad-faith actors to weaponize accusations of antisemitism against critics of Israel.

With those concerns in mind, I've taken the liberty of drafting an amendment that you might propose or the Select Board might consider (see attached). The amendment preserves all of the original content but adds certain clarifications to provide reassurance to community members who are understandably concerned by how the IHRA definition has been used and abused in other settings. (To take one example: just a couple days ago, unsealed documents confirmed that Rûmeysa Öztürk, a Tufts grad student, had her visa revoked based on an op-ed criticizing Israel—which the administration deemed to "creat[e] a hostile environment for Jewish students," apparently based on President Trump's executive order adopting the IHRA definition.)

One point about the amendment worth highlighting is that these clarifications track the approach taken by both the Massachusetts Special Commission on Combating Antisemitism and the U.S. National Strategy to Counter Antisemitism. The authors of both reports thought it important to pair their adoption or acknowledgment of the IHRA definition with these reassurances, so it's hard to see why Concord wouldn't do the same, and I think it would send a somewhat troubling message if Concord chose to omit them.

In general, I'm skeptical of campaigns to formally "adopt" definitions of antisemitism, for the same reasons voiced by the Massachusetts Special Commission: however their literal texts are best interpreted, they have "become a lightning rod and litmus test" and end up getting exploited to "raise fears, engender animosity, and create division." Still, I'd hope that an amendment along these lines might cut against that divisiveness and enable the proclamation to function as the kind of affirmation of broadly shared community values that it is clearly meant to be.

Best wishes,

Ben Eidelson

Benjamin Eidelson

Professor of Law

Harvard Law School

<https://hls.harvard.edu/faculty/benjamin-eidelson/>

COMMONWEALTH OF MASSACHUSETTS
TOWN OF CONCORD
SELECT BOARD

PROCLAMATION

**AFFIRMING THE TOWN OF CONCORD'S COMMITMENT TO OPPOSING
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WHEREAS,

The Massachusetts Special Commission on Combating Antisemitism has advised that “[t]hose consulting IHRA . . . should understand that its examples should not be taken as *per se* antisemitism”; and

WHEREAS,

Both the Massachusetts Special Commission and the U.S. National Strategy to Counter Antisemitism paired their embraces of the IHRA definition with a statement that they also “welcome[] and appreciate[] the Nexus Document,” which elaborates on the definition of antisemitism and warns that “[u]sing accusations of antisemitism as a tool to suppress criticism of Israel is dangerous on many levels,” including because it “distracts attention from bona fide antisemitism”;

**NOW,
THEREFORE,**

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For purposes of education, awareness, and recognition, the Select Board hereby joins with the Massachusetts Special Commission on Combating Antisemitism in both “embrac[ing]” the International Holocaust Remembrance Alliance (IHRA) working definition of antisemitism and also affirming that we “welcome[] and appreciate[]” the Nexus Document. We embrace these definitional tools with the understanding that their adoption does not create new legal standards, enforcement authority, or limitations on constitutionally protected speech.

We further encourage education and awareness to help residents recognize and reject antisemitism and other forms of hate, and we encourage anyone who experiences or witnesses harassment, threats, or suspected hate incidents to report such matters to the appropriate authorities.

Proclaimed this 26th day of January, 2026, in advance of International Holocaust Remembrance Day, a time to honor the memory of the six million Jewish people murdered in the Holocaust and to reaffirm the responsibility of all communities to confront antisemitism and hatred in all its forms.



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Both the Massachusetts Special Commission and the U.S. National Strategy to Counter Antisemitism paired their embraces of the IHRA definition with a statement that they also "welcome[] and appreciate[] the Nexus Document," which elaborates on the definition of antisemitism and warns that "[u]sing accusations of antisemitism as a tool to suppress criticism of Israel is dangerous on many levels," including because it "distracts attention from bona fide antisemitism";

**NOW,
THEREFORE,**

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We further encourage education and awareness to help residents recognize and reject antisemitism and other forms of hate, and we encourage anyone who experiences or witnesses harassment, threats, or suspected hate incidents to report such matters to the appropriate authorities.

Proclaimed this 26th day of January, 2026, in advance of International Holocaust Remembrance Day, a time to honor the memory of the six million Jewish people murdered in the Holocaust and to reaffirm the responsibility of all communities to confront antisemitism and hatred in all its forms.



CONCORD SELECT BOARD

From: "Mark Howell" <markhowell@concordma.gov>
Sent: Mon, 26 Jan 2026 17:33:18 +0000
To: "Kristin Reichman" <kreichman@concordma.gov>
Subject: FW: Request regarding Proclamation
Attachments: Select Board Antisemitism Proclamation Amdt.pdf, Select Board Antisemitism Proclamation Amdt.docx, Nexus-Document-10-10-24.pdf

I am inclined to propose to the board that we consider adopting this modified version of the Proclamation with the additional modification that you made to the last paragraph added.

Can you prepare that and distribute it? Also, since it references the "Nexus Document" as an alternative to the IHRA definition. Let's distribute that as well. I'm attaching it.

Mark

From: Mark Howell <markhowell@concordma.gov>
Date: Monday, January 26, 2026 at 12:10 PM
To: Kristin Reichman <kreichman@concordma.gov>
Subject: FW: Request regarding Proclamation

Correspondence

From: Mahreen Hoda <Redacted - Exemption C (Privacy)>
Date: Sunday, January 25, 2026 at 3:26 PM
To: 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>, Mark Howell <markhowell@concordma.gov>
Cc: ECE TURNATOR <Redacted - Exemption C (Privacy)> Kristin Reichman <kreichman@concordma.gov>
Subject: Request regarding Proclamation

You don't often get email from [Redacted - Exemption C \(Privacy\)](#) [Learn why this is important](#)

Dear Select Board Members Howell, Rovelli, Boehm, Hartman and McKennitt:

Regarding the Proclamation that is on the 1/27 agenda, please see below the letter and proposed amendment from Benjamin Eidelson, Professor of Law at Harvard University. Prof. Eidelson is a constitutional law and antidiscrimination law expert. His credentials are summarized here:

<https://hls.harvard.edu/faculty/benjamin-eidelson/>

administration deemed to “creat[e] a hostile environment for Jewish students,” apparently based on President Trump’s executive order adopting the IHRA definition.)

One point about the amendment worth highlighting is that these clarifications track the approach taken by both the Massachusetts Special Commission on Combating Antisemitism and the U.S. National Strategy to Counter Antisemitism. The authors of both reports thought it important to pair their adoption or acknowledgment of the IHRA definition with these reassurances, so it’s hard to see why Concord wouldn’t do the same, and I think it would send a somewhat troubling message if Concord chose to omit them.

In general, I’m skeptical of campaigns to formally “adopt” definitions of antisemitism, for the same reasons voiced by the Massachusetts Special Commission: however their literal texts are best interpreted, they have “become a lightning rod and litmus test” and end up getting exploited to “raise fears, engender animosity, and create division.” Still, I’d hope that an amendment along these lines might cut against that divisiveness and enable the proclamation to function as the kind of affirmation of broadly shared community values that it is clearly meant to be.

Best wishes,

Ben Eidelson

Benjamin Eidelson
Professor of Law
Harvard Law School
<https://hls.harvard.edu/faculty/benjamin-eidelson/>

The Nexus Document

Understanding Antisemitism at its Nexus with Israel and Zionism

This definition of antisemitism, and the examples that follow, derive from a [White Paper](#) drafted by the Nexus Task Force, which examines the issues at the nexus of antisemitism and Israel in American politics. The definition is designed as a guide for policymakers and community leaders as they grapple with the complexities at the intersection of Israel and antisemitism.

Antisemitism consists of anti-Jewish beliefs, attitudes, actions or systemic conditions. It includes negative beliefs and feelings about Jews, hostile behavior directed against Jews (because they are Jews), and conditions that discriminate against Jews and significantly impede their ability to participate as equals in political, religious, cultural, economic, or social life.

As an embodiment of collective Jewish organization and action, Israel is a magnet for and a target of antisemitic behavior. Thus, it is important for Jews and their allies to understand what is and what is not antisemitic in relation to Israel.

What is Antisemitic?

1. All claims of antisemitism made by Jews, like all claims of discrimination and oppression in general, should be given serious attention.
2. Whether speech or conduct about Zionism and Israel is antisemitic should be based on the standards for speech or conduct that apply to antisemitic behavior in general.
3. It is antisemitic to promote myths, stereotypes or attitudes about Zionism and/or Israel that derive from and/or reinforce antisemitic accusations and tropes. These include:
 - a. Characterizing Israel as being part of a sinister world conspiracy of Jewish control of the media, economy, government or other financial, cultural or societal institutions.
 - b. Indiscriminately blaming suffering and injustices around the world on a hidden Jewish conspiracy or of being the maligning hand of Israel or Zionism.
 - c. Holding individuals or institutions, because they are Jewish and *a priori* culpable of real or imagined wrongdoing committed by Israel.
 - d. Considering Jews to be *a priori* incapable of setting aside their loyalty to the Jewish people and/or Israel.
 - e. Denigrating or denying the Jewish identity of certain Jews because they are perceived as holding the "wrong" position (whether too critical or too favorable) on Israel.



4. It is antisemitic to use symbols and images that present all Jews as collectively guilty for the actions of the State of Israel.
5. It is antisemitic to attack and/or physically harm a Jew because of her/his relationship to Israel.
6. It is antisemitic to convey intense hostility toward Jews who are connected to Israel in a way that intentionally or irresponsibly (acting with disregard to potential violent consequences) provokes antisemitic violence.
7. It is antisemitic to treat Israel in a negative manner based on a claim that Jews alone should be denied the right to define themselves as a people and/or to exercise any form of self-determination.
8. It is antisemitic to advocate a political solution that denies Jews the right to define themselves as a people, thereby denying them — because they are Jews — the right to self-determination and/or to deny them the right to physical safety and full human, civil, and religious rights.
9. It is antisemitic to treat Israel differently solely because it is a Jewish state, using standards different than those applied to other countries.

What is Not Antisemitic?

1. As a general rule, criticism of Zionism and Israel, opposition to Israel's policies, or nonviolent political action directed at the State of Israel and/or its policies should not, as such, be deemed antisemitic.
2. Using accusations of antisemitism as a tool to suppress criticism of Israel is dangerous on many levels. It distracts attention from *bona fide* antisemitism, infringes on the principle of freedom of expression, and militates against constructive dialogue and debate among people with differing opinions.
3. Even contentious, strident, or harsh criticism of Israel for its policies and actions, including those that led to the creation of Israel, is not *per se* illegitimate or antisemitic.
4. Opposition to Zionism and/or Israel does not necessarily reflect specific anti-Jewish animus nor purposefully lead to antisemitic behaviors and conditions. (For example, someone might oppose the principle of nationalism or ethnonationalist ideology. Similarly, someone's personal or national experience may have been adversely affected by the creation of the State of Israel. These motivations or attitudes toward Israel and/or Zionism do not necessarily constitute antisemitic behavior.)
5. Paying disproportionate attention to Israel and treating Israel differently than other countries is not *prima facie* proof of antisemitism. (There are numerous reasons for devoting special attention to Israel and treating Israel differently, e.g., some people care about Israel more; others may pay more attention because Israel has a special relationship with the United States and receives \$4 billion in American aid).

The Nexus Task Force is affiliated with the [Center for the Study of Hate](#) at Bard College. The White Paper was published in December 2020. The Nexus Document was published in February 2021 and updated in June 2024.

COMMONWEALTH OF MASSACHUSETTS
TOWN OF CONCORD
SELECT BOARD

PROCLAMATION

**AFFIRMING THE TOWN OF CONCORD'S COMMITMENT TO OPPOSING
ANTISEMITISM, ADOPTING THE IHRA WORKING DEFINITION OF
ANTISEMITISM, AND PROMOTING A WELCOMING AND INCLUSIVE
COMMUNITY**

- WHEREAS,*** Antisemitism- prejudice, hatred, or discrimination against Jewish people, has existed for centuries and continues to cause harm to individuals and communities; and
- WHEREAS,*** The Jewish community has long been and remains an important part of the Town of Concord's civic, cultural, educational, and religious life; and
- WHEREAS,*** Discrimination, intimidation, and harassment on the basis of religion, ethnicity, ancestry, or identity undermine public safety, erode community trust, and are incompatible with the Town's values; and
- WHEREAS,*** Acts of antisemitism, including demonizing or stereotypical allegations, hateful rhetoric, intimidation, vandalism, and violence, have increased in many communities and cause real harm and fear among Jewish residents; and
- WHEREAS,*** The Town of Concord has recently experienced acts of antisemitism, including swastika graffiti on school grounds and vandalism of a private memorial honoring victims of the October 7, 2023 attacks, which have caused distress and concern within the community; and
- WHEREAS,*** The Town of Concord believes that all residents and visitors should be able to live, work, learn, and participate in community life free from discrimination or hostility; and
- WHEREAS,*** In moments when members of the community express concern about antisemitism, clarity and leadership from elected officials matters; and
- WHEREAS,*** The International Holocaust Remembrance Alliance (IHRA) has developed a working definition of antisemitism that has been adopted by governments and municipalities as a tool to help recognize and understand antisemitism in its various forms; and

WHEREAS,

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CONCORD SELECT BOARD

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CONCORD SELECT BOARD

From: "Kristin Reichman" <kreichman@concordma.gov>
Sent: Mon, 26 Jan 2026 19:16:17 +0000
To: "Mary Hartman" <mhartman@concordma.gov>; "Paul Boehm" <pboehm@concordma.gov>; "Cameron McKennitt" <cmckennitt@concordma.gov>; "Wendy Rovelli" <wrovelli@concordma.gov>
Cc: "Mark Howell" <markhowell@concordma.gov>
Subject: Amendments to Proclamation
Attachments: 01.26.26 Select Board Antisemitism Proclamation Amdt.pdf, 01.26.26 Nexus-Document-10-10-24.pdf

Hello everyone,
In response the feedback on the proclamation that is enclosed in the packet, Chair Howell is proposing the following amended proclamation. Additionally, I have attached the referenced document.

Kristin Reichman

Executive Assistant
Select Board
Town of Concord

Email: kreichman@concordma.gov
Phone: 978-318-3000

22 Monument Square
Concord, MA 01742
www.concordma.gov

From: "Paul Boehm" <pboehm@concordma.gov>
Sent: Mon, 26 Jan 2026 21:05:40 +0000
To: "Mark Howell" <markhowell@concordma.gov>
Subject: Re: Amendments to Proclamation

Mark,

I object to the added language. We are adopting the definition not the examples given. I am afraid that your edits further complicate and politicize the proclamation. I will so state at the meeting and will ask for the original vetted version to be reinstated.

I think you should have waited until the SB could discuss the original version that was circulated and de facto approved, I believe, before unilaterally changing the language based on public pressure. I think you are getting too deep into the controversies and elevating them rather than staying simple. The IHRA definition that we adopted which exists within the larger IHRA document is literally simple.

Also by including the "Nexus Document" without careful discussion, you are wading into treacherous territory. You should be aware that criticism of "Zionism" is indeed borderline if not overt antisemitism, because, as defined, Zionism is...

"a movement for (originally) the re-establishment and (now) the development and protection of a Jewish nation in what is now Israel"

That is, the right for Israel to exist!

One can criticize the Israeli government's current expansion of "Zionism" (free speech) but objecting to Zionism per se is over the line.

I hope you can see by staying simple you are avoiding controversy.

Paul

Paul D. Boehm

Town of Concord, MA

Select Board

From: Kristin Reichman <kreichman@concordma.gov>

Sent: Monday, January 26, 2026 2:16 PM

To: Mary Hartman <mhartman@concordma.gov>; Paul Boehm <pboehm@concordma.gov>;

Cameron McKennitt <cmckennitt@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>

Cc: Mark Howell <markhowell@concordma.gov>

Subject: Amendments to Proclamation

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Executive Assistant
Select Board
Town of Concord

Email: kreichman@concordma.gov
Phone: 978-318-3000

22 Monument Square
Concord, MA 01742
www.concordma.gov

From: "Kristin Reichman" <kreichman@concordma.gov>
Sent: Mon, 26 Jan 2026 21:21:30 +0000
To: "Mark Howell" <markhowell@concordma.gov>
Cc: "Paul Boehm" <pboehm@concordma.gov>
Subject: Re: Request regarding Proclamation

Hi Mark,
Paul is inquiring if this was sent to Kerry and to be honest, I am not sure if you meant include Kerry or just the board?

Please let me know.

From: Mark Howell <markhowell@concordma.gov>
Sent: Monday, January 26, 2026 12:33 PM
To: Kristin Reichman <kreichman@concordma.gov>
Subject: FW: Request regarding Proclamation

I am inclined to propose to the board that we consider adopting this modified version of the Proclamation with the additional modification that you made to the last paragraph added.

Can you prepare that and distribute it? Also, since it references the "Nexus Document" as an alternative to the IHRA definition. Let's distribute that as well. I'm attaching it.

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Executive Assistant
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Date: Monday, January 26, 2026 at 12:10 PM
To: Kristin Reichman <kreichman@concordma.gov>
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From: Mahreen Hoda <Redacted - Exemption C (Privacy)>
Date: Sunday, January 25, 2026 at 3:26 PM
To: 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>, Mark Howell <markhowell@concordma.gov>
Cc: ECE TURNATOR <Redacted - Exemption C (Privacy)> Kristin Reichman <kreichman@concordma.gov>
Subject: Request regarding Proclamation

You don't often get email from Redacted - Exemption C (Privacy) [Learn why this is important](#)

Dear Select Board Members Howell, Rovelli, Boehm, Hartman and McKennitt:

Regarding the Proclamation that is on the 1/27 agenda, please see below the letter and proposed amendment from Benjamin Eidelson, Professor of Law at Harvard University. Prof. Eidelson is a constitutional law and antidiscrimination law expert. His credentials are summarized here: <https://hls.harvard.edu/faculty/benjamin-eidelson/>

Prof. Eidelson kindly reviewed the draft Proclamation at our request. He notes that the IHRA definition has been abused in the past, and proposes an amendment that retains the original content but adds language similar to that used by the Massachusetts Special Commission on Combatting Antisemitism in their final report.

We remain concerned that the IHRA definition chills speech about Palestinian human rights, and is too readily abused to censor and punish discussion of Israel's policies. We therefore think that it will have a detrimental effect on dialogue, and should not be referenced in the town's proclamation. However, we understand that the Board believes that the IHRA definition is a tool in recognizing and understanding antisemitism.

Prof. Eidelson's proposed amendments balance the town's embrace of the IHRA definition with clarifying language about its use. We respectfully request that the Board discuss and incorporate Prof Eidelson's amendments.

Best regards,
Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Rd., Carlisle

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

From: **Eidelson, Benjamin** <beidelson@law.harvard.edu>
Date: Sat, Jan 24, 2026 at 9:39 AM
Subject: IHRA proclamation
To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

Dear Mahreen,

You asked for my reactions to the Concord Select Board's draft proclamation adopting the IHRA definition of antisemitism, in light of concerns about how such measures have sometimes had the effect of "chilling" (even if not formally censoring) constitutionally protected speech, or enabling bad-faith actors to weaponize accusations of antisemitism against critics of Israel.

With those concerns in mind, I've taken the liberty of drafting an amendment that you might propose or the Select Board might consider (see attached). The amendment preserves all of the original content but adds certain clarifications to provide reassurance to community members who are understandably concerned by how the IHRA definition has been used and abused in other settings. (To take one example: just a couple days ago, unsealed documents confirmed that Rümeyşa Öztürk, a Tufts grad student, had her visa revoked based on an op-ed criticizing Israel—which the administration deemed to "creat[e] a hostile environment for Jewish students," apparently based on President Trump's executive order adopting the IHRA definition.)

One point about the amendment worth highlighting is that these clarifications track the approach taken by both the Massachusetts Special Commission on Combating Antisemitism and the U.S. National Strategy to Counter Antisemitism. The authors of both reports thought it important to pair their adoption or acknowledgment of the IHRA definition with these reassurances, so it's hard to see why Concord wouldn't do the same, and I think it would send a somewhat troubling message if Concord chose to omit them.

In general, I'm skeptical of campaigns to formally "adopt" definitions of antisemitism, for the same reasons voiced by the Massachusetts Special Commission: however their literal texts are best interpreted, they have "become a lightning rod and litmus test" and end up getting exploited to "raise fears, engender animosity, and create division." Still, I'd hope that an amendment along these lines might cut against that divisiveness and enable the proclamation to function as the kind of affirmation of broadly shared community values that it is clearly meant to be.

Best wishes,

Ben Eidelson

Benjamin Eidelson
Professor of Law
Harvard Law School
<https://hls.harvard.edu/faculty/benjamin-eidelson/>

From: "Mark Howell" <markhowell@concordma.gov>
Sent: Mon, 26 Jan 2026 21:21:41 +0000
To: "Paul Boehm" <pboehm@concordma.gov>
Subject: Re: Amendments to Proclamation

Concerns noted.

We will discuss the originally published proclamation first...
I wanted to distribute the modified version ahead of time so that the whole board could become familiar with an alternative approach...

I still hope that we can come to consensus on this tomorrow.

Mark

From: Paul Boehm <pboehm@concordma.gov>
Date: Monday, January 26, 2026 at 4:05 PM
To: Mark Howell <markhowell@concordma.gov>
Subject: Re: Amendments to Proclamation

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That is, the right for Israel to exist!

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I hope you can see by staying simple you are avoiding controversy.

Paul

Paul D. Boehm

Town of Concord, MA

Select Board

From: Kristin Reichman <kreichman@concordma.gov>

Sent: Monday, January 26, 2026 2:16 PM

To: Mary Hartman <mhartman@concordma.gov>; Paul Boehm <pboehm@concordma.gov>;
Cameron McKennitt <cmckennitt@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>

Cc: Mark Howell <markhowell@concordma.gov>

Subject: Amendments to Proclamation

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Kristin Reichman

Executive Assistant

Select Board

Town of Concord

Email: kreichman@concordma.gov

Phone: 978-318-3000

22 Monument Square

Concord, MA 01742

www.concordma.gov

From: "Mark Howell" <markhowell@concordma.gov>
Sent: Mon, 26 Jan 2026 22:33:22 +0000
To: "Kristin Reichman" <kreichman@concordma.gov>
Cc: "Paul Boehm" <pboehm@concordma.gov>
Subject: Re: Request regarding Proclamation

I should have sent it to Kerry. That was an oversight. I will do that. Mark

From: Kristin Reichman <kreichman@concordma.gov>
Date: Monday, January 26, 2026 at 4:21 PM
To: Mark Howell <markhowell@concordma.gov>
Cc: Paul Boehm <pboehm@concordma.gov>
Subject: Re: Request regarding Proclamation

Hi Mark,
Paul is inquiring if this was sent to Kerry and to be honest, I am not sure if you meant include Kerry or just the board?

Please let me know.

From: Mark Howell <markhowell@concordma.gov>
Sent: Monday, January 26, 2026 12:33 PM
To: Kristin Reichman <kreichman@concordma.gov>
Subject: FW: Request regarding Proclamation

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Correspondence

From: Mahreen Hoda <Redacted - Exemption C (Privacy)>
Date: Sunday, January 25, 2026 at 3:26 PM
To: 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>, Mark Howell <markhowell@concordma.gov>
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Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Rd., Carlisle

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From: **Eidelson, Benjamin** <beidelson@law.harvard.edu>

Date: Sat, Jan 24, 2026 at 9:39 AM

Subject: IHRA proclamation

To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

Dear Mahreen,

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With those concerns in mind, I've taken the liberty of drafting an amendment that you might propose or the Select Board might consider (see attached). The amendment preserves all of the original content but adds certain clarifications to provide reassurance to community members who are understandably concerned by how the IHRA definition has been used and abused in other settings. (To take one example: just a couple days ago, unsealed documents confirmed that Rûmeysa Öztürk, a Tufts grad student, had her visa revoked based on an op-ed criticizing Israel—which the

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Professor of Law
Harvard Law School
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From: "Mark Howell" <markhowell@concordma.gov>
Sent: Mon, 26 Jan 2026 23:36:58 +0000
To: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: FW: Amendments to Proclamation

FYI

From: Mark Howell <markhowell@concordma.gov>
Date: Monday, January 26, 2026 at 4:21 PM
To: Paul Boehm <pboehm@concordma.gov>
Subject: Re: Amendments to Proclamation

Concerns noted.

We will discuss the originally published proclamation first...
I wanted to distribute the modified version ahead of time so that the whole board could become familiar with an alternative approach...

I still hope that we can come to consensus on this tomorrow.

Mark

From: Paul Boehm <pboehm@concordma.gov>
Date: Monday, January 26, 2026 at 4:05 PM
To: Mark Howell <markhowell@concordma.gov>
Subject: Re: Amendments to Proclamation

Mark,

I object to the added language. We are adopting the definition not the examples given. I am afraid that your edits further complicate and politicize the proclamation. I will so state at the meeting and will ask for the original vetted version to be reinstated.

I think you should have waited until the SB could discuss the original version that was circulated and de facto approved, I believe, before unilaterally changing the language based on public pressure. I think you are getting too deep into the controversies and elevating them rather than staying simple. The IHRA definition that we adopted which exists within the larger IHRA document is literally simple.

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From: "Mark Howell" <markhowell@concordma.gov>
Sent: Mon, 26 Jan 2026 23:36:19 +0000
To: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: FW: Request regarding Proclamation
Attachments: Select Board Antisemitism Proclamation Amdt.pdf, Select Board Antisemitism Proclamation Amdt.docx, Nexus-Document-10-10-24.pdf

I should have asked for your input. Please do give me your thoughts

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Best regards,
Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Rd., Carlisle

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From: **Eidelson, Benjamin** <beidelson@law.harvard.edu>

Date: Sat, Jan 24, 2026 at 9:39 AM

Subject: IHRA proclamation

To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

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Professor of Law
Harvard Law School
<https://hls.harvard.edu/faculty/benjamin-eidelson/>

From: "Cameron McKennitt" <cmckennitt@concordma.gov>
Sent: Tue, 27 Jan 2026 00:01:24 +0000
To: "Kristin Reichman" <kreichman@concordma.gov>; "Mark Howell" <markhowell@concordma.gov>; "Kerry Lafleur" <klafleur@concordma.gov>
Subject: Re: Amendments to Proclamation

Thanks Kristin, and Mark I appreciate the proposed amendment. Are we planning on publishing this in the meeting packet online as a proposed amendment, or is this being "walked in" as potential changes for discussion? I am thinking about it from the perspective that this is a high-attention item and some people in the public may voice concern over seeing this for the first time in the meeting itself.

Cameron

From: Kristin Reichman <kreichman@concordma.gov>
Sent: Monday, January 26, 2026 2:16 PM
To: Mary Hartman <mhartman@concordma.gov>; Paul Boehm <pboehm@concordma.gov>; Cameron McKennitt <cmckennitt@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>
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Select Board
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Email: kreichman@concordma.gov
Phone: 978-318-3000

22 Monument Square
Concord, MA 01742
www.concordma.gov

From: "Kerry Lafleur" <klafleur@concordma.gov>
Sent: Tue, 27 Jan 2026 01:29:16 +0000
To: "Mark Howell" <markhowell@concordma.gov>
Cc: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: RE: Request regarding Proclamation

Hi-

The intent of the draft proclamation was to remain high-level, values-based, and non-regulatory. We were careful to incorporate the IHRA definition solely for education and recognition, with explicit protections for free speech, and without incorporating examples or supplemental documents.

My concern with additional language is not the substance, but that it pulls the Board into interpretive debates that go beyond the Town's role and risk politicizing a statement meant to be unifying. One of the reasons the proclamation does not include examples of antisemitism is precisely because there is no consensus on how certain terms or concepts, such as Zionism, are defined or understood, even within the Jewish community. Including examples would risk elevating those disagreements rather than helping to unify the community.

For that reason, I think returning to the original, vetted language is the best course and most consistent with the purpose of the proclamation.

Thank you for alerting me to this issue in advance of the meeting.

Kerry

From: Mark Howell <markhowell@concordma.gov>
Sent: Monday, January 26, 2026 6:36 PM
To: Kerry Lafleur <klafleur@concordma.gov>
Subject: FW: Request regarding Proclamation

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Mahreen Hoda, Oak Knoll Rd., Carlisle

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Subject: IHRA proclamation

To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

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FYI- sharing my thoughts with you, as noted below.

From: Kerry Lafleur <klafleur@concordma.gov>
Sent: Monday, January 26, 2026 8:29 PM
To: Mark Howell <markhowell@concordma.gov>
Cc: Kerry Lafleur <klafleur@concordma.gov>
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With those concerns in mind, I've taken the liberty of drafting an amendment that you might propose or the Select Board might consider (see attached). The amendment preserves all of the original content but adds certain clarifications to provide reassurance to community members who are understandably concerned by how the IHRA definition has been used and abused in other settings. (To take one example: just a couple days ago, unsealed documents confirmed that Rümeyşa Öztürk, a Tufts grad student, had her visa revoked based on an op-ed criticizing Israel—which the administration deemed to "creat[e] a hostile environment for Jewish students," apparently based on President Trump's executive order adopting the IHRA definition.)

One point about the amendment worth highlighting is that these clarifications track the approach taken by both the Massachusetts Special Commission on Combating Antisemitism and the U.S. National Strategy to Counter Antisemitism. The authors of both reports thought it important to pair their adoption or acknowledgment of the IHRA definition with these reassurances, so it's hard to see why Concord wouldn't do the same, and I think it would send a somewhat troubling message if Concord chose to omit them.

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literal texts are best interpreted, they have “become a lightning rod and litmus test” and end up getting exploited to “raise fears, engender animosity, and create division.” Still, I’d hope that an amendment along these lines might cut against that divisiveness and enable the proclamation to function as the kind of affirmation of broadly shared community values that it is clearly meant to be.

Best wishes,

Ben Eidelson

Benjamin Eidelson
Professor of Law
Harvard Law School
<https://hls.harvard.edu/faculty/benjamin-eidelson/>

From: "Paul Boehm" <pboehm@concordma.gov>
Sent: Tue, 27 Jan 2026 04:03:16 +0000
To: "Mark Howell" <markhowell@concordma.gov>
Cc: "Kerry Lafleur" <klafleur@concordma.gov>
Subject: RE: Request regarding Proclamation

Mark,

I expect that you would so, but because the previous version was carefully written by Kerry and Cameron had been vetted by members of the Select Board, not to mention overwhelming support from Concord's Jewish community, I respectfully ask you to clarify a few things about this longer "alternative" prior to the meeting, if possible. Specifically, 1) who created this alternative; 2) if not you then the identity and the affiliation of the person who created it; and whether, as it appears, it was created by a non-Concord citizen on behalf of another organization. And also to clarify, are you proposing this alternative in lieu of the existing draft in the packet.

clarify but

Paul

Paul D. Boehm
Town of Concord, MA
Select Board

From: Mark Howell <markhowell@concordma.gov>
Sent: Monday, January 26, 2026 5:33 PM
To: Kristin Reichman <kreichman@concordma.gov>
Cc: Paul Boehm <pboehm@concordma.gov>
Subject: Re: Request regarding Proclamation

I should have sent it to Kerry. That was an oversight. I will do that. Mark

From: Kristin Reichman <kreichman@concordma.gov>
Date: Monday, January 26, 2026 at 4:21 PM
To: Mark Howell <markhowell@concordma.gov>
Cc: Paul Boehm <pboehm@concordma.gov>
Subject: Re: Request regarding Proclamation

Hi Mark,

Paul is inquiring if this was sent to Kerry and to be honest, I am not sure if you meant include Kerry or just the board?

Please let me know.

From: Mark Howell <markhowell@concordma.gov>
Sent: Monday, January 26, 2026 12:33 PM
To: Kristin Reichman <kreichman@concordma.gov>
Subject: FW: Request regarding Proclamation

I am inclined to propose to the board that we consider adopting this modified version of the Proclamation with the additional modification that you made to the last paragraph added.

Can you prepare that and distribute it? Also, since it references the "Nexus Document" as an alternative to the IHRA definition. Let's distribute that as well. I'm attaching it.

Mark

Kristin Reichman
Executive Assistant
Select Board
Town of Concord

Email: kreichman@concordma.gov
Phone: 978-318-3000

22 Monument Square
Concord, MA 01742
www.concordma.gov

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To: Kristin Reichman <kreichman@concordma.gov>
Subject: FW: Request regarding Proclamation

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Mark

From: Mark Howell <markhowell@concordma.gov>
Date: Monday, January 26, 2026 at 12:10 PM

To: Kristin Reichman <kreichman@concordma.gov>
Subject: FW: Request regarding Proclamation

Correspondence

From: Mahreen Hoda <Redacted - Exemption C (Privacy)>
Date: Sunday, January 25, 2026 at 3:26 PM
To: 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>, Mark Howell <markhowell@concordma.gov>
Cc: ECE TURNATOR <Redacted - Exemption C (Privacy)> Kristin Reichman <kreichman@concordma.gov>
Subject: Request regarding Proclamation

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Dear Select Board Members Howell, Rovelli, Boehm, Hartman and McKennitt:

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Prof. Eidelson kindly reviewed the draft Proclamation at our request. He notes that the IHRA definition has been abused in the past, and proposes an amendment that retains the original content but adds language similar to that used by the Massachusetts Special Commission on Combatting Antisemitism in their final report.

We remain concerned that the IHRA definition chills speech about Palestinian human rights, and is too readily abused to censor and punish discussion of Israel's policies. We therefore think that it will have a detrimental effect on dialogue, and should not be referenced in the town's proclamation. However, we understand that the Board believes that the IHRA definition is a tool in recognizing and understanding antisemitism.

Prof. Eidelson's proposed amendments balance the town's embrace of the IHRA definition with clarifying language about its use. We respectfully request that the Board discuss and incorporate Prof Eidelson's amendments.

Best regards,
Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Rd., Carlisle

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

From: **Eidelson, Benjamin** <beidelson@law.harvard.edu>

Date: Sat, Jan 24, 2026 at 9:39 AM

Subject: IHRA proclamation

To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

Dear Mahreen,

You asked for my reactions to the Concord Select Board's draft proclamation adopting the IHRA definition of antisemitism, in light of concerns about how such measures have sometimes had the effect of "chilling" (even if not formally censoring) constitutionally protected speech, or enabling bad-faith actors to weaponize accusations of antisemitism against critics of Israel.

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One point about the amendment worth highlighting is that these clarifications track the approach taken by both the Massachusetts Special Commission on Combating Antisemitism and the U.S. National Strategy to Counter Antisemitism. The authors of both reports thought it important to pair their adoption or acknowledgment of the IHRA definition with these reassurances, so it's hard to see why Concord wouldn't do the same, and I think it would send a somewhat troubling message if Concord chose to omit them.

In general, I'm skeptical of campaigns to formally "adopt" definitions of antisemitism, for the same reasons voiced by the Massachusetts Special Commission: however their literal texts are best interpreted, they have "become a lightning rod and litmus test" and end up getting exploited to "raise fears, engender animosity, and create division." Still, I'd hope that an amendment along these lines might cut against that divisiveness and enable the proclamation to function as the kind of affirmation of broadly shared community values that it is clearly meant to be.

Best wishes,

Ben Eidelson

Benjamin Eidelson

Professor of Law

Harvard Law School

<https://hls.harvard.edu/faculty/benjamin-eidelson/>

From: "Kerry Lafleur" <klafleur@concordma.gov>
Sent: Tue, 27 Jan 2026 12:05:05 +0000
To: "Paul Boehm" <pboehm@concordma.gov>
Subject: FW: Request regarding Proclamation

Here is the feedback that I provided to Mark last night.

From: Kerry Lafleur <klafleur@concordma.gov>
Sent: Monday, January 26, 2026 8:29 PM
To: Mark Howell <markhowell@concordma.gov>
Cc: Kerry Lafleur <klafleur@concordma.gov>
Subject: RE: Request regarding Proclamation

Hi-

The intent of the draft proclamation was to remain high-level, values-based, and non-regulatory. We were careful to incorporate the IHRA definition solely for education and recognition, with explicit protections for free speech, and without incorporating examples or supplemental documents.

My concern with additional language is not the substance, but that it pulls the Board into interpretive debates that go beyond the Town's role and risk politicizing a statement meant to be unifying. One of the reasons the proclamation does not include examples of antisemitism is precisely because there is no consensus on how certain terms or concepts, such as Zionism, are defined or understood, even within the Jewish community. Including examples would risk elevating those disagreements rather than helping to unify the community.

For that reason, I think returning to the original, vetted language is the best course and most consistent with the purpose of the proclamation.

Thank you for alerting me to this issue in advance of the meeting.

Kerry

From: Mark Howell <markhowell@concordma.gov>
Sent: Monday, January 26, 2026 6:36 PM
To: Kerry Lafleur <klafleur@concordma.gov>
Subject: FW: Request regarding Proclamation

I should have asked for your input. Please do give me your thoughts

From: Mark Howell <markhowell@concordma.gov>
Date: Monday, January 26, 2026 at 12:33 PM

To: Kristin Reichman <kreichman@concordma.gov>

Subject: FW: Request regarding Proclamation

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Mark

From: Mark Howell <markhowell@concordma.gov>

Date: Monday, January 26, 2026 at 12:10 PM

To: Kristin Reichman <kreichman@concordma.gov>

Subject: FW: Request regarding Proclamation

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Date: Sunday, January 25, 2026 at 3:26 PM

To: 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>, Mark Howell <markhowell@concordma.gov>

Cc: ECE TURNATOR <Redacted - Exemption C (Privacy)> Kristin Reichman <kreichman@concordma.gov>

Subject: Request regarding Proclamation

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referenced in the town's proclamation. However, we understand that the Board believes that the IHRA definition is a tool in recognizing and understanding antisemitism.

Prof. Eidelson's proposed amendments balance the town's embrace of the IHRA definition with clarifying language about its use. We respectfully request that the Board discuss and incorporate Prof Eidelson's amendments.

Best regards,
Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Rd., Carlisle

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From: **Eidelson, Benjamin** <beidelson@law.harvard.edu>
Date: Sat, Jan 24, 2026 at 9:39 AM
Subject: IHRA proclamation
To: Redacted - Exemption C (Privacy) <Redacted - Exemption C (Privacy)>

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Best wishes,

Ben Eidelson

Benjamin Eidelson

Professor of Law

Harvard Law School

<https://hls.harvard.edu/faculty/benjamin-eidelson/>

From: "Kristin Reichman" <kreichman@concordma.gov>
Sent: Tue, 27 Jan 2026 12:43:49 +0000
To: "Cameron McKennitt" <cmckennitt@concordma.gov>; "Mark Howell" <markhowell@concordma.gov>; "Kerry Lafleur" <klafleur@concordma.gov>
Subject: Re: Amendments to Proclamation

Good morning Cameron,
I do not believe that I have been asked to include it in the meeting packet.

Kristin Reichman

Executive Assistant
Select Board
Town of Concord

Email: kreichman@concordma.gov
Phone: 978-318-3000

22 Monument Square
Concord, MA 01742
www.concordma.gov

From: Cameron McKennitt <cmckennitt@concordma.gov>
Sent: Monday, January 26, 2026 7:01 PM
To: Kristin Reichman <kreichman@concordma.gov>; Mark Howell <markhowell@concordma.gov>; Kerry Lafleur <klafleur@concordma.gov>
Subject: Re: Amendments to Proclamation

Thanks Kristin, and Mark I appreciate the proposed amendment. Are we planning on publishing this in the meeting packet online as a proposed amendment, or is this being "walked in" as potential changes for discussion? I am thinking about it from the perspective that this is a high-attention item and some people in the public may voice concern over seeing this for the first time in the meeting itself.

Cameron

From: Kristin Reichman <kreichman@concordma.gov>
Sent: Monday, January 26, 2026 2:16 PM
To: Mary Hartman <mhartman@concordma.gov>; Paul Boehm <pboehm@concordma.gov>; Cameron McKennitt <cmckennitt@concordma.gov>; Wendy Rovelli <wrovelli@concordma.gov>
Cc: Mark Howell <markhowell@concordma.gov>
Subject: Amendments to Proclamation

Hello everyone,

In response to the feedback on the proclamation that is enclosed in the packet, Chair Howell is proposing the following amended proclamation. Additionally, I have attached the referenced document.

Kristin Reichman

Executive Assistant
Select Board
Town of Concord

Email: kreichman@concordma.gov
Phone: 978-318-3000

22 Monument Square
Concord, MA 01742
www.concordma.gov

From: "ECE TURNATOR" <Redacted - Exemption C (Privacy)>
Sent: Tue, 27 Jan 2026 07:57:26 -0500
To: "" <markhowell@concordma.gov>,"
<wrovelli@concordma.gov>; "Paul Boehm" <pboehm@concordma.gov>; ""
<mhartman@concordma.gov>," <cmckennitt@concordma.gov>; ""
<mhowell@concordma.gov>
Cc: "Mahreen Hoda" <Redacted - Exemption C (Privacy)> "Kristin
Reichman" <kreichman@concordma.gov>
Subject: Fwd: Request regarding Proclamation
Attachments: Select Board Antisemitism Proclamation Amdt.pdf, Select
Board Antisemitism Proclamation Amdt.docx

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Dear Select Board Members,

I am re-sending the letter and proposed amendment from Prof. Benjamin Eidelson for your attention. Details are below.

Our best regards,
Ece Turnator, Cambridge Turnpike, Concord
Mahreen Hoda, Oak Knoll Road, Carlisle

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