



**TOWN OF MAYNARD**  
OFFICE OF THE  
**SELECT BOARD**  
MUNICIPAL BUILDING  
195 MAIN STREET  
MAYNARD, MASSACHUSETTS 01754  
Tel: 978-897-1301 Fax: 978-897-8457

September 8, 2021

Dear Maynard Neighbors,

Racism is not new in America, but the last decade has renewed a focus on race in our country. Actions have ranged from protests to community conversations to new laws being enacted and everything in between.

They were sparked at the national level by high profile killings of black men and women, but these atrocities occurred on a foundation of centuries of decisions and actions that have been deeply embedded into our laws and culture. Conflicts over policies including desegregation, voting rights, redlining, criminal justice, and education have contributed to the racial tension we see today. We share the responsibility to learn about the history of race in America, to challenge ourselves to identify and correct areas of inequity, and to help address injustices so that we can dismantle racism within all aspects of our community.

The Select Board acknowledges several facts:

We know that conversations about race make people uncomfortable. However, we also know from the direct experiences of our friends and neighbors that racism has and does occur in Maynard even though a large majority of our residents condemn these acts.

We know that many forms of racism are subtle and unconscious.

We know that many forms of racism are systemic, often set by state and federal policies beyond our control.

We know that Black, Hispanic, Asian, and Indigenous people can be underrepresented in regional municipal workforces.

We know, despite the complexity and discomfort, that racism must be addressed proactively: it cannot be ignored if we wish to build a stronger community.

Acknowledgment of facts must be backed by action if they are to have meaning. We are proud of recent actions, including the formation of the Human Relations Committee to promote human rights, the creation of a policy to prevent town resources being used to enforce federal immigration law, and the designation of Indigenous Peoples Day in place of Columbus Day. While these steps are important, we know that there is more to do.

The Maynard Select Board commits to continuously improving all town policies and procedures to address these challenges head on. We commit to a culture where everyone is welcome and everyone can thrive, regardless of their race. We also acknowledge that racism is often connected to a person's gender, age, sexuality, religious beliefs, class, or ability, and that our policies should account for those relations.

The Select Board does not act alone: Anti-Racism work must be carried out by the community. Policy is shaped by many hard-working volunteers and staff members. We encourage residents to continue this conversation, provide feedback, and serve on town boards and committees. Together we will continue building a town we are proud to call home.

Sincerely,

A handwritten signature in blue ink that reads "David S. Gavin". The signature is written in a cursive style with a prominent "D" and "G".

David Gavin, Chair

A handwritten signature in blue ink that reads "Armand Diarbekirian". The signature is written in a cursive style with a prominent "A" and "D".

Armand Diarbekirian

A handwritten signature in blue ink that reads "Jeffrey Swanberg". The signature is written in a cursive style with a prominent "J" and "S".

Jeffrey Swanberg, Clerk

A handwritten signature in blue ink that reads "Chris DiSilva". The signature is written in a cursive style with a prominent "C" and "D".

Chris DiSilva

A handwritten signature in blue ink that reads "Justine St. John". The signature is written in a cursive style with a prominent "J" and "S".

Justine St. John