

Sudbury Diversity, Equity, and Inclusion Commission

Annual Report to the Select Board

2024–2025

Introduction

The Sudbury Diversity, Equity, and Inclusion (DEI) Commission is proud to present our 2024–2025 Annual Report, reflecting on our work, our challenges, and our vision for the future. Our mission remains clear and unwavering: to champion diversity, ensure equity, and cultivate inclusion for every member of our community.

This past year, the Commission continued to serve as a voice for equity in Sudbury—working to advance equity for historically marginalized residents where open dialogue and understanding can flourish.

Resident Engagement & Advocacy

Over the past year, we have actively responded to community needs and concerns, particularly when historically marginalized groups faced challenges. Highlights include:

- **Advocated for recognition of cultural and religious holidays in the school calendars.** We urged the School Committees and superintendents to recognize important holidays such as Eid, Lunar New Year, and Diwali in the school calendar. Our letter, published in the [Sudbury Weekly](#), called for thoughtful and inclusive dialogue that leads to meaningful action.
- **Co-sponsoring this fall a community conversation** with Sudbury PD, Wayland HRDEIC, and Wayland PD featuring DA Marian Ryan. The event will focus on:
 - Hate crime trends in Middlesex County
 - Updates on enforcement
 - Preventive strategies to strengthen community safety
- **Advocated for the inclusion of Supporting advocacy for gender-expansive policies** in our schools by providing a platform for residents to share their perspectives.
- **Issued public statements** affirming Sudbury’s values when Indian residents in the MetroWest and other areas, following incidents of theft and concerns for their safety, were met by some with skepticism and a lack of empathy.
- **Amplified voices from local partners**, including the Sudbury Special Education Parent Advisory Committee (SEPAC) and town social workers.

These actions reinforced our role as both an advocate and a convener for community dialogue.

Key Accomplishments

- **Engaging Expert Support:** Retained DEI consultant Dr. Raul Fernandez to assess our goals and provide a strategic roadmap (see attached report).
 - **Community Initiatives:** Supported and participated in Town events such as Family Pride Day and Eid-Al-Fitr.
 - **Restructuring for Impact:** Streamlined our membership to create a more nimble and diverse body.
 - **Regional Partnerships:** Initiated conversations with the Concord and Wayland DEI Commissions and encouraged our Select Board to engage with Concord's Select Board to learn from their process for removing Tercentenary Markers.
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Challenges Faced

While progress was made, the Commission encountered ongoing challenges:

- **Membership Stability:** Attrition and inconsistent participation limited continuity and momentum.
 - **Limited Capacity:** Time constraints among members affected project follow-through.
 - **Role Clarity:** At times, the Commission's scope and influence were unclear, impacting strategic focus.
 - **Community Engagement:** Community advisors' attendance/participation in meetings fell short of our expectations.
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Recommendations from Our Consultant

From his assessment, Dr. Fernandez advised:

1. Focusing on 2–3 strategic goals per year.
2. Securing dedicated staff or consultant support to sustain initiatives.

3. Clarifying the Commission's advisory role and responsibilities.
 4. Leveraging the expertise of individual members more effectively.
 5. Establishing measurable accountability metrics.
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Proposed Goals for the Coming Year

1. Strengthen Our Infrastructure
 - Establish a consistent meeting schedule and reporting process to the Select Board.
 - Re-engage advisory (non-voting) members as outlined in our 2020 mission statement:
 - Sudbury Police Chief or delegate
 - Town Manager or delegate
 - Sudbury Public Schools and/or Lincoln-Sudbury Regional High School employee
 - One member nominated by the Sudbury Clergy Association
 - Commission on Disability member
 - Select Board liaison
 - Formalize a structure for two-way dialogue with the Select Board and other town commissions.
 2. Deepen Community Engagement
 - Continue amplifying resident voices and serve as a conduit for community members—especially in the absence of a dedicated DEI professional in town.
 - Host or co-host 1–2 annual community events to foster connection, dialogue, and visibility for DEI priorities.
 - Build partnerships with other town commissions and officers to support DEI efforts.
 3. Increase Transparency and Collaboration
 - Request periodic updates from town departments and community leaders on DEI-related activities, data, and initiatives.
 - Use these insights to identify opportunities for support, collaboration, and shared learning.
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The Sudbury DEI Commission remains committed to building a more inclusive community. With the Select Board's partnership, we can focus our efforts, expand our impact, and ensure that Sudbury is a place where everyone feels valued, respected, and heard.