



Statement from the Diversity, Equity, and Inclusion Commission
Town of Concord, MA
Approved June 24, 2025

In Response to Recent Hateful Acts in Our Community

The Concord Diversity, Equity, and Inclusion (DEI) Commission unequivocally condemns the recent acts of antisemitism, racism, homophobia, and other expressions of hate that have occurred in our community—including the disturbing graffiti and hate speech incidents reported at Concord-Carlisle High School and in other public spaces. These acts are not isolated; they are symptomatic of broader systemic harms that marginalize and traumatize our neighbors, especially those who are Jewish, Black, Indigenous, LGBTQ+, immigrant, and members of other historically excluded communities.

Hate has no home in Concord.

We reject all forms of bigotry and stand in solidarity with those harmed by these acts. Our town's values—of inclusion, equity, justice, and community care—must be upheld through concrete action and sustained commitment.

Proposed Action Plan

To ensure that our response is not merely symbolic but rooted in structural change, we recommend the following steps:

1. Public Education & Community Dialogue

- Host a town-wide restorative listening circle and healing forum, in partnership with impacted communities and local organizations.
- Launch an ongoing “Concord Against Hate” education campaign, including school-based programs, interfaith dialogues, and public forums on antisemitism, racism, and LGBTQ+ rights.
- Mandate annual anti-bias and anti-hate training for all public officials, town employees, and school personnel.

2. Reporting & Accountability Mechanisms

- Launch a transparent and anonymous town-wide incident reporting system, with clear tracking and follow-up procedures, informed by community best practices
- Ensure public updates on investigations and outcomes related to hate incidents to maintain community trust and transparency.

3. Mental Health & Support Services

- Expand trauma-informed mental health support for students, families, educators, and staff impacted by hate and bias-related incidents.
- Fund culturally competent counseling services, prioritizing care for historically marginalized populations, including elders and youth.

4. Policy & Structural Change

- Work with the Select Board and School Committee to audit existing policies for racial, religious, and gender equity and propose reforms.
- **Advocate** for the creation of a permanent DEI Director position with a mandate and budget to lead cross-sector initiatives and coordinate town-wide responses.

5. Partnership & Solidarity

- Form a coalition with neighboring towns, local houses of worship, nonprofits, and advocacy groups to build regional strategies against hate.
- Support intergenerational and intercultural programs that strengthen community resilience and relationships across difference.

We urge all residents, civic leaders, educators, and young people to join us in standing firmly against hate and actively participating in the work of justice and inclusion.

We are Concord—and we must all take responsibility for shaping the kind of town where everyone is safe, seen, and valued.