

Not the Usual Suspects: Diversifying Municipal Boards, Committees, and Commissions

What are you eating for lunch?

Put it in the chat!!



NOTIFICATION OF RECORDING

This meeting will be recorded and the Metropolitan Area Planning Council (MAPC) may choose to retain and distribute the video, still images, audio, and/or the chat transcript. By continuing with this virtual meeting, you are consenting to participate in a recorded event. The recordings and chat transcript will be considered a public record. If you do not feel comfortable being recorded, please turn off your camera and/or mute your microphone, or leave the meeting.



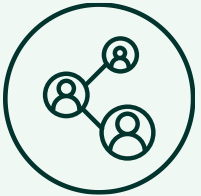
Agenda

- Welcome and Meeting Goals
- Community Agreements
- About MAPC and the TRIC Region
- Diversity in Civic Bodies – Key Research Findings
- Systems and Structure Change – YW Boston
- Breakout Groups
- Next Steps
- Informal Networking – Stay on the Line!

Meeting Goals



Celebrate the great work being done in the region



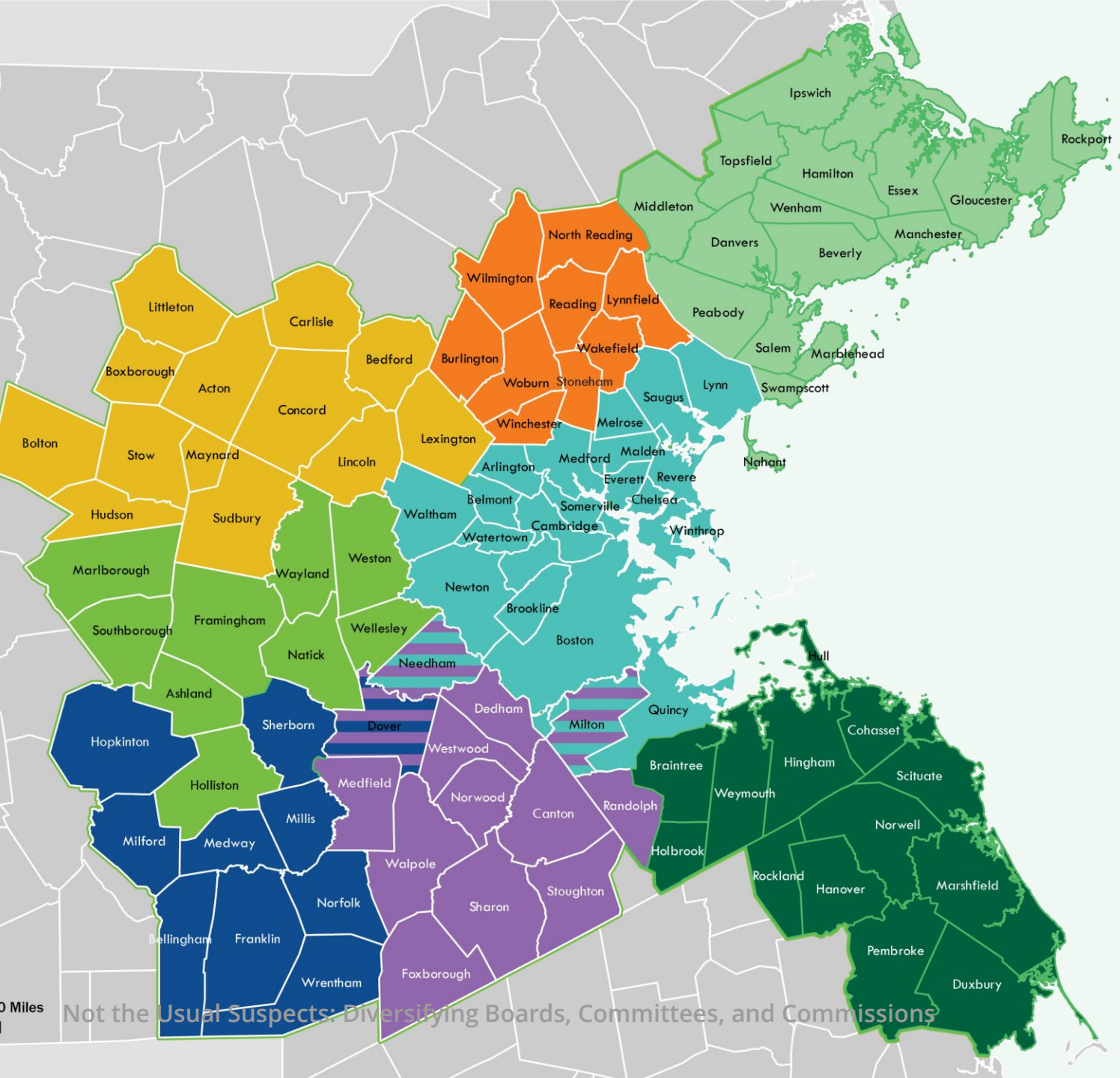
Connect individuals and organizations working in the DEI space with each other and additional resources.



Discuss barriers and solutions to expanding access to municipal boards, committees, and commissions.

Ground Rules and Expectations

- Assume best intent
- Practice patience with technology
- Give yourself permission to learn and grow
- Ouch, oops, sorry
- Be present, but take breaks from your camera if you need to
- Take care of yourself
- Confidentiality: Share the Message, not the messenger
- Harassment and hate speech will not be tolerated
- Please use the chat for questions



About MAPC

Our Region:

- 101 Cities and Towns
- 7 Subregions
- ~3.2M People

Our Work:

- Technical Assistance
- Data Research and Analysis
- Policy Research and Advocacy

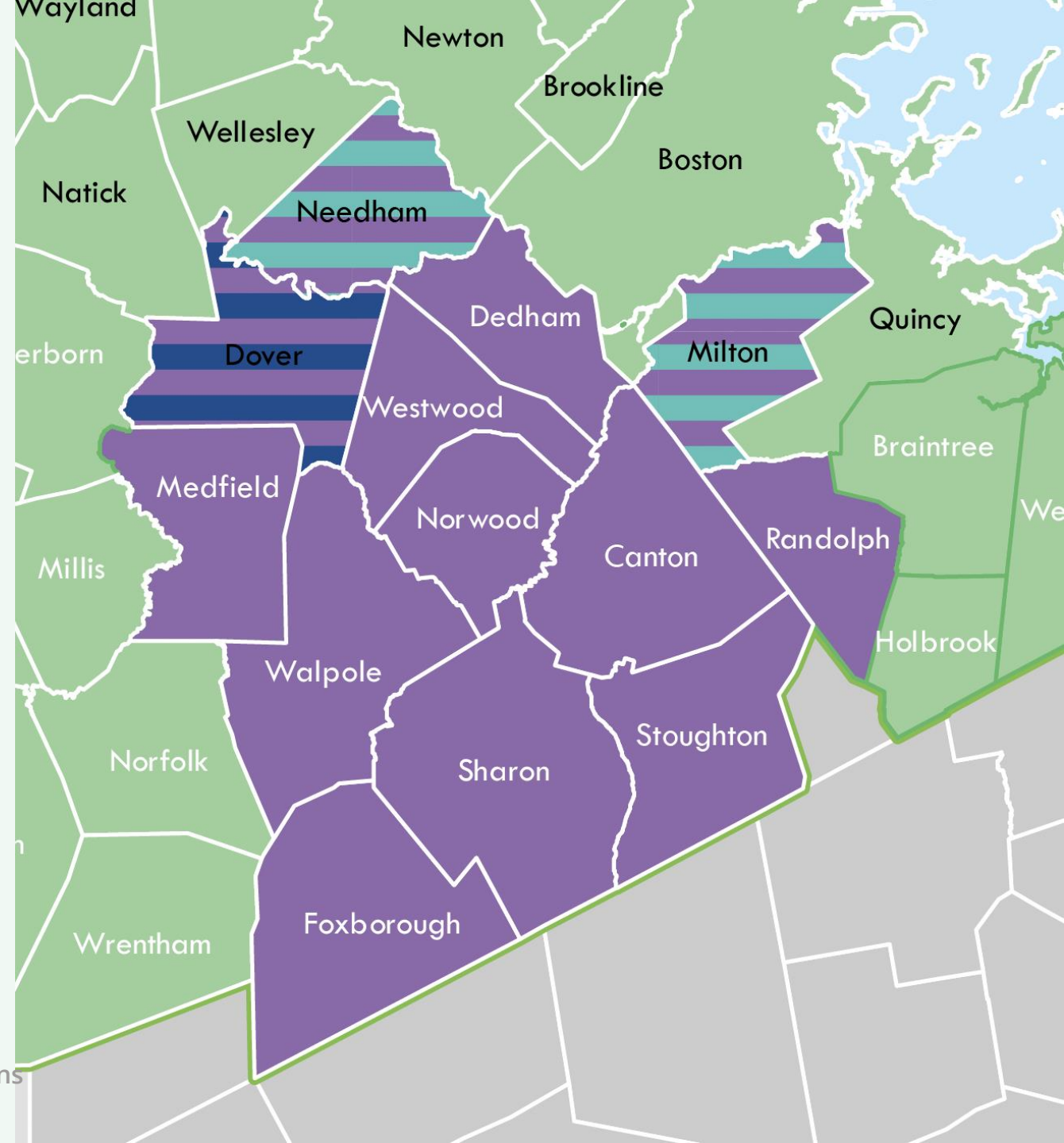
The Three River Interlocal Council (TRIC)

12 Core Communities

~288k Population

Meet monthly to discuss various topics

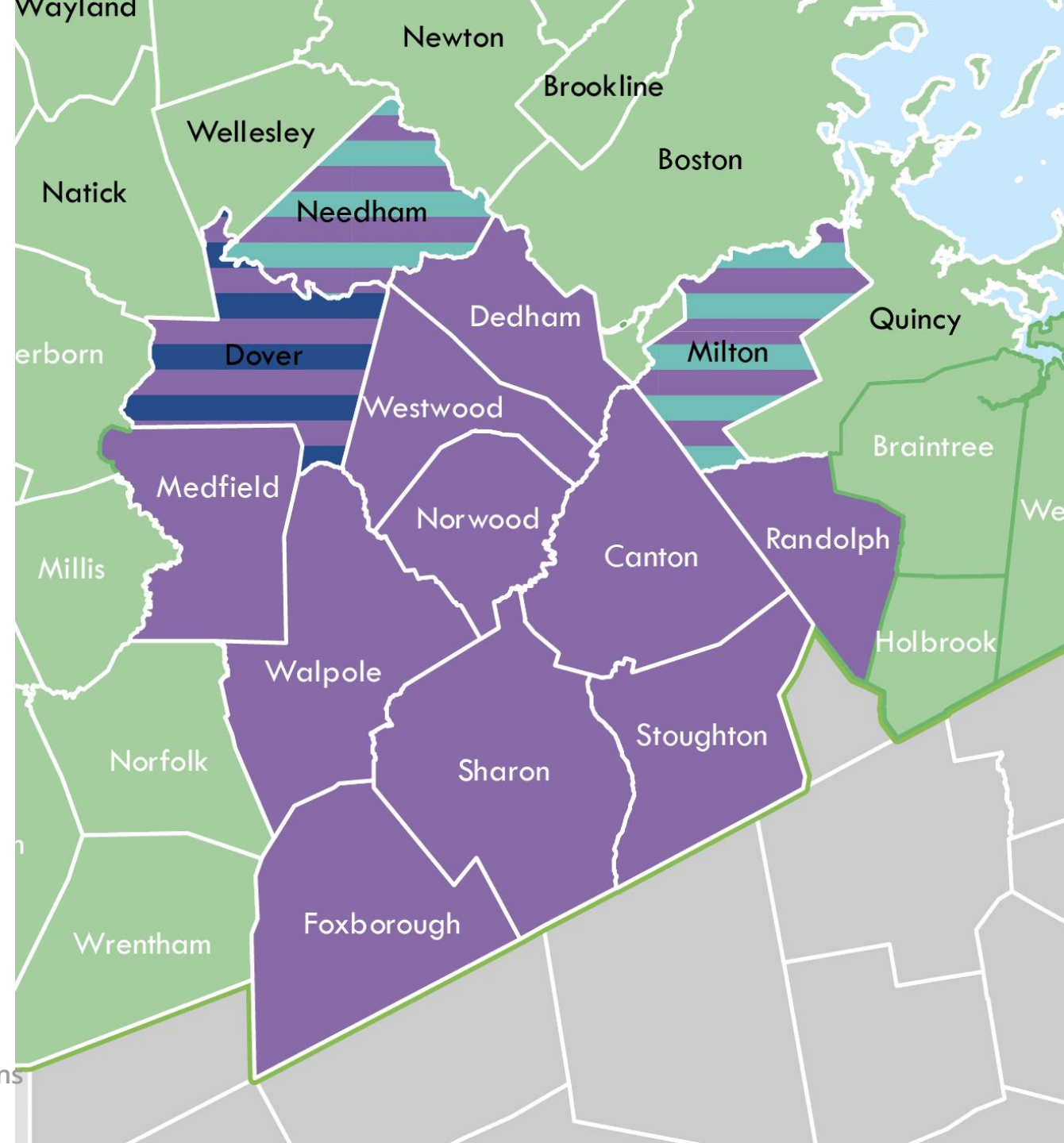
Primarily but not exclusively composed
of planners



The Three River Interlocal Council (TRIC)

Beginning in the summer of 2020, TRIC Stakeholders focused regular discussions on the **role and relationship of planners and municipal representatives** in issues of race and equity.

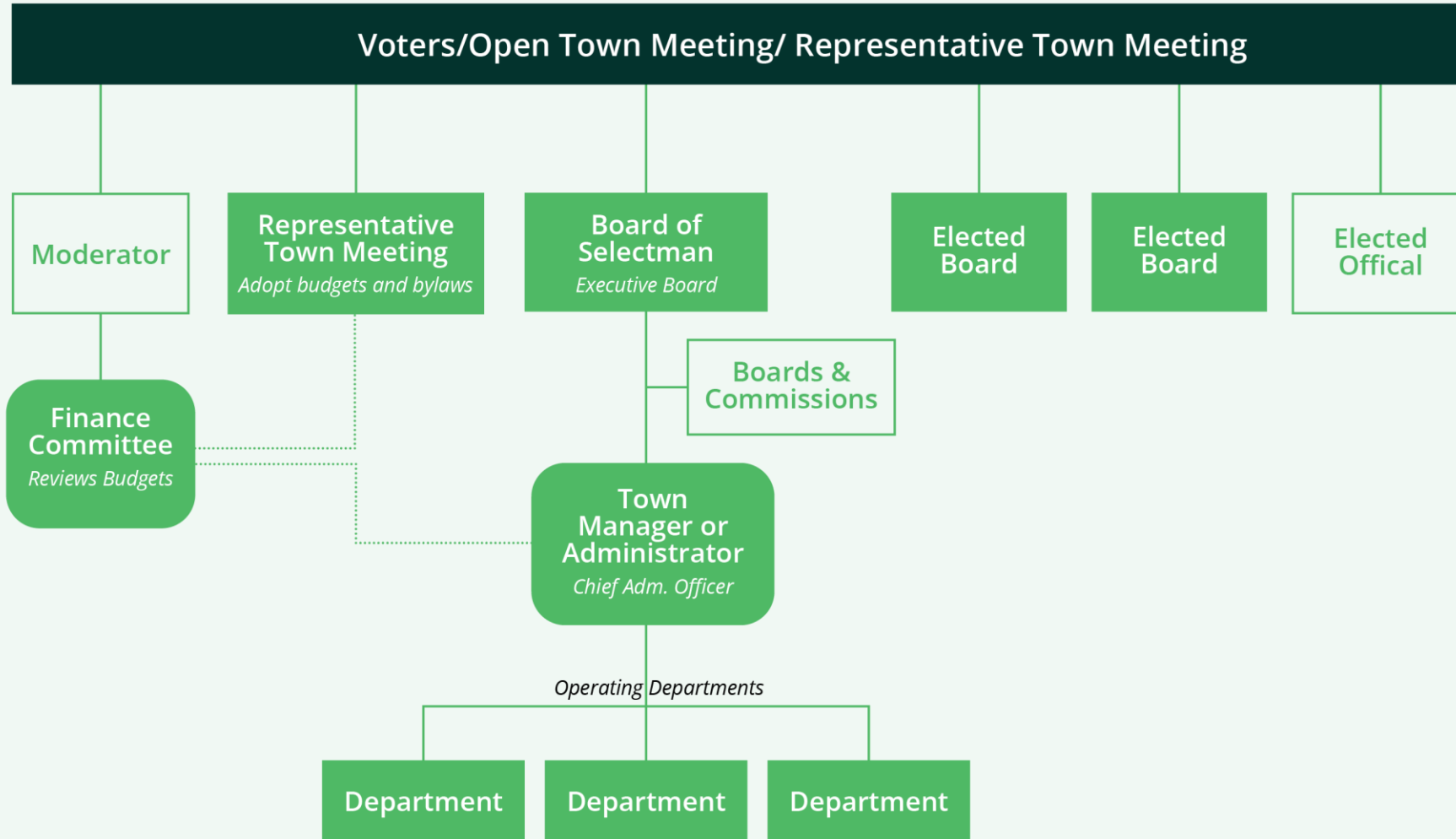
These discussions highlighted the importance of **engaging a more diverse and representative cross section of the public to activate boards, committees, and commissions** that impact planning work.



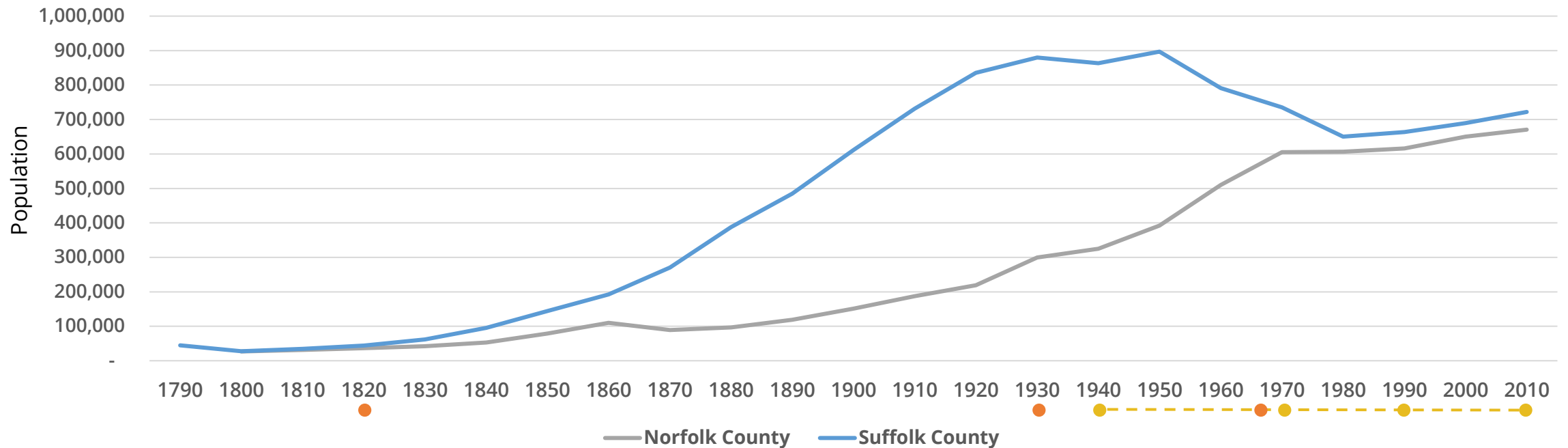
Project Process

- 
- Historic assessment of demographic trends in the TRIC region over the past 100 years
 - Inventory of all boards/committees/commissions in the TRIC region
 - Informational interviews with organizations that are currently active in the intersection of civic engagement and racial equity
 - Informational interviews with municipal staff and officials, active residents, and leaders of community-based organizations in the TRIC region to discuss issues of racial equity and civic engagement

Why do Boards & Commissions Matter?



Historical Perspective



1660
King Phillips War and Displacement of Native American Tribes

1820 ●
First legally sanctioned restrictive covenant prohibiting sale or property to Black and Irish families introduced in Brookline

1930 ●
Homeowners Loan Corporation begins “Redlining” process barring Black and other minority families from federal loan opportunities

1940 – 1970 ● — — ●
Suburbanization drives population growth in Norfolk County, primarily in single family lots for white families.

1968 ●
Fair Housing Act is passed prohibiting racial discrimination in housing lending

1970 – 1990 ● — — ●
Communities closest to Boston (Dedham, Milton, Needham) lose population with outer communities continuing to grow (Sharon, Stoughton, Foxborough)

1990 ●
Randolph’s Black population expands rapidly, largely fueled by immigration from Haiti.

1990 – 2021 ● — — ●
Exclusionary zoning policies continue to fuel segregation and housing shortages through the promotion of large lot, single family development.

Evaluation of Boards/Committees/Commissions

~380 Committees/Boards/Commissions

- ~2,400 Available Seats (Does Not Include Representative TM)
- ~2,080 of those seats are appointed

Elected Positions are consistently seen on:

- Planning Boards
- Housing Authority

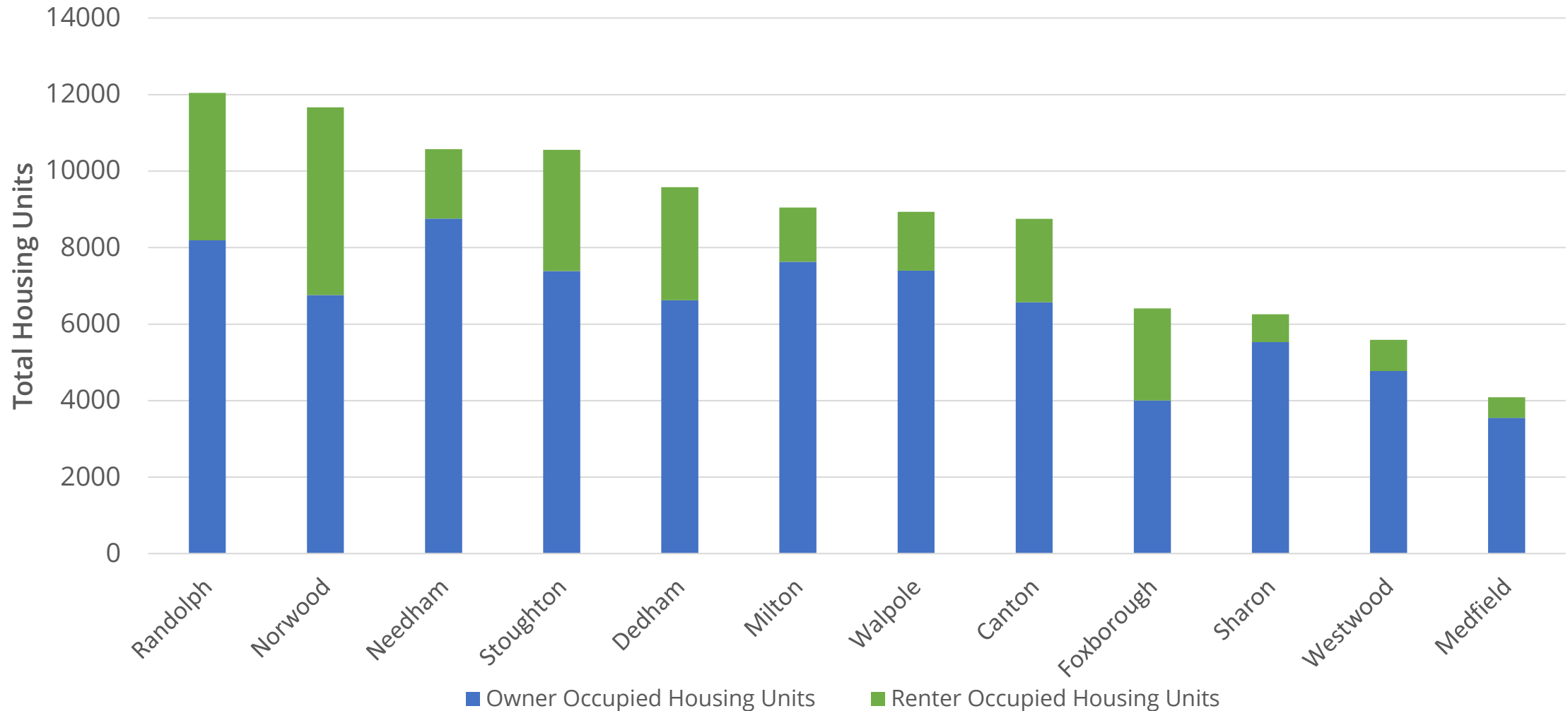
Mix of **Appointed and Elected** in:

- Parks and Recreation
- Board of Health

Appointed Positions are consistently seen on:

- Zoning Appeals
- Human Rights Commissions
- Cultural Councils
- Registrars

TRIC Today



TRIC Today



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Civic Engagement Barriers

Insider-ism

Awareness about vacant seats limited to a circle of "insiders."

Communications Gap

Municipalities may lack the resources and capacity to ensure effective and ongoing communication about board opportunities.

Format

Meetings and civic opportunities are not accessible to all.

Environment

Discourse can be intimidating, boring, or even hostile.

Relevance

Civic engagement needs to be meaningful and interesting; people need to understand its importance.

Opportunities



Build Capacity and Awareness
within Existing Board Structure



Increase Outreach Capacity and
Public Process Transparency



Build a Pipeline of
Interested Individuals



Leverage ARPA Funds Explicitly
Increasing Participation in Civic
Bodies

eliminating racism
empowering women



MAPC Opportunities

- Diversity Equity & Inclusion Research & Emerging Practices
- Diversity Equity & Inclusion Coalition
- [Technical Assistance Program \(TAP\) - *rolling applications*](#)
- [Racial Equity Municipal Action Plan \(REMAP\) Program](#)
- [MetroCommon: Greater Boston's Next Regional Plan](#)

eliminating racism
empowering women



Need More Info? Reach out!

jeichen@mapc.org
etorres@mapc.org
bchandler@ywboston.org

Thank you!