

Massachusetts Municipal DEI Coalition

Najee Nunnally, Community Engagement Specialist II
Sarai Zelada, Public Health Planner II

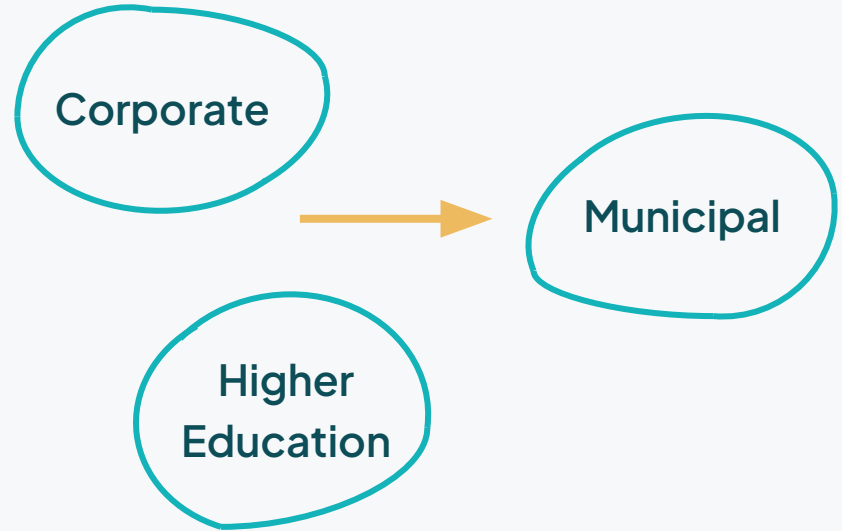


Defining DEI*B

- Diversity: representation, variety
- Equity: justice, fairness
- Inclusion: centering marginalized groups and voices
- Belonging: ongoing culture in which all feel welcome and heard

History of the role

Chief Diversity Officer:
a leadership position
dedicated to DEI
initiatives and climate
transformation



How did we get here?

- Pandemic disparities
- Racial awakening
- Lack of representation in municipal workforce
- Changing demographics
- Linguistic challenges



What is the MA Municipal DEI Coalition?

A group consisting of municipal employees or designees in DEI roles or a designee from a town or city DEI board or commission, if there is no established DEI position.

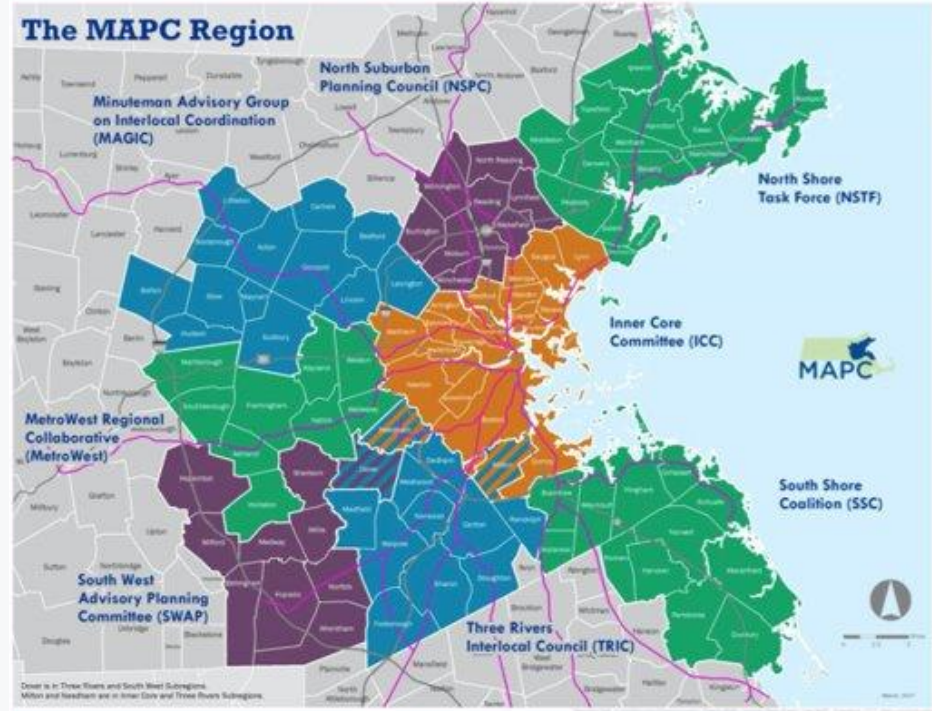
Example: Chief Equity Officer, DEI Director/Coordinator, etc.)

Core Partner: MAPC

The Metropolitan Area Planning Council (MAPC) is the regional planning agency serving the people who live and work in the 101 cities and towns of the Metropolitan Boston region.

Its mission is to promote smart growth and regional collaboration.

Areas of Work: arts and culture, clean energy, climate, community engagement, land use planning, economic development, environment, housing, public health, public safety, transportation, public procurement



Core Membership

- Chairs:
 - Chair: Faustina Cuevas, Lynn
 - Vice-Chair: Albert Pless, Reading
- 55+ members
- Bi-Weekly meetings
- Annual work retreat
- Social gatherings
- Partnerships





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DEI Guide
2022

DEI Guide: Contents

- Introduction & Defining DEI
- Getting started
- Sharing your work
- Establishing a DEI role/department
- Establishing a volunteer group
- Evaluating DEI within a municipality
- Wellness
- Templates/Appendix



DEI...a department of 1?

Racial Equity is everyone's responsibility, not just the individual who may hold the title related to- diversity, equity, inclusion, belonging, justice, racial and or social justice.

Discussion

Think about the ways you incorporate DEI into your work.
What are challenges that come up when doing that work?
What would help you overcome those challenges?

Thank you!