

Needham Unite Against Racism Working Group

6:00 p.m. February 28, 2022

Via Zoom

Agenda

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US: +16465588656,,86994926326#

1. Update on Town Boards, Committees and Commissions with respect to adoption of the vision statement.
2. Needham Resilience Network – Nichole Argo and Beth Pinals, Needham Diversity Initiative
3. Plan for providing education and guidance to Town boards and committees and community organizations – report of subcommittees.
4. Discussion of “Glossary” Project
5. Community Conversations Update (March 1st, April 5th, May 17th)
6. Next Meeting Date

APPENDIX 5: GLOSSARY OF TERMS¹²¹

A.

Ability (n.): The quality of being able to do something.

Ableism (n.): Discrimination against persons with mental and/or physical disabilities and/or social structures that favor able-bodied individuals.

Achievement Gap (n.): A term used to describe a persistent trend in the U.S. educational system in which white students achieve greater academic success than students of color. This term can also refer to the gap between girls' and boys' academic achievement.

Acculturation (n.): The process of learning and incorporating the language, values, beliefs, and behaviors that make up a distinct culture. This concept is not to be confused with assimilation, where an individual, family, or group may give up certain aspects of its culture in order to adapt to that of their new host country.

African American (n.): Of or related to African Americans. The U.S. Census Bureau defines black or African American as "people having origins in any of the black racial groups of Africa."

Ageism (n.): Discrimination against individuals because of their age; often based on stereotypes (e.g., senior citizens are not able to perform tasks such as driving, or that all young people are irresponsible).

Alien (n.): The U.S. Bureau of Citizenship and Immigration Services defines an alien as "any person not a citizen or national of the United States." However, many people take offense at the use of this term because it places emphasis on difference. Preferable terms might be "immigrant" or "refugee," and for those who have entered the United States illegally, "undocumented workers" as opposed to "illegal aliens."

Ally (n.): A person who makes a commitment and effort to recognize their privilege (based on gender, race, class, sexual identity, etc.) and work in solidarity with oppressed groups in the struggle for justice. Allies understand that it is in their own interest to end all forms of oppression, even those from which they may benefit in concrete ways.

American Indian (n., adj.): Of or related to American Indians. The U.S. Census Bureau defines "American Indians" as "people having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment. According to Census 2000, American Indians and Alaska Natives are approximately 0.9 percent of the total U.S. population, and 1.5% including persons of more than one race.

Anglo or Anglo-Saxon (adj.): Of or related to the descendants of Germanic peoples (Angles, Saxons, and Jutes) who reigned in Britain until the Norman Conquest in 1066. Often refers to white English-speaking persons of European descent in England or North America, not of Hispanic or French origin.

Anti-Semitism (n.): Hatred of or prejudice against Jews and Judaism. The Anti-Defamation League divides anti-Semitic incidents into two categories: "harassment, including threats and assaults directed at individuals and institutions; and vandalism, such as property damage, cemetery desecration or anti-Semitic graffiti."

Arab (n., adj.): Of or relating to the cultures or people that have ethnic roots in the following Arabic-speaking lands: Algeria, Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Morocco, Oman, Palestine, Qatar, Saudi Arabia, Sudan, Syria, Tunisia, the United Arab Emirates, and Yemen. "Arab" is not synonymous with "Muslim." Arabs practice many religions, including Islam, Christianity, Judaism, and others.

Asexual (n., adj.): A sexual orientation generally characterized by not feeling sexual attraction or a desire for partnered sexuality. Asexuality is distinct from celibacy, which is the deliberate abstention from sexual activity. Some asexual people do have sex. There are many diverse ways of being asexual.

Asian American: Of or related to Asian Americans. The U.S. Census Bureau defines "Asian" as "people having origins in any of the original peoples of Asia or the Indian subcontinent. It includes people who indicated their race or races as 'Asian,' 'Indian,' 'Chinese,' 'Filipino,'

'Korean,' 'Japanese,' 'Vietnamese,' or 'Other Asian.' Asian Americans are approximately 3.6 percent of the total U.S. population, and 4.2% including persons of mixed race.

Assimilation (n.): The process whereby an individual of a minority group gradually adopts characteristics of the majority culture. This adoption results in the loss of characteristics of one's native culture, such as language, culinary tastes, interpersonal communication, gender roles, and style of dress. Some individuals of immigrant communities take offense to the notion that all immigrants should "assimilate" to U.S. culture, because it implies that they must give up some of who they are to become "Americans." Instead, many immigrant communities assert the notion of biculturalism, which enables them to acculturate to the U.S. culture while maintaining characteristics of their native culture.

B.

Bias (n.): Inclination or prejudice for or against one person or group, especially in a way considered to be unfair.

Bigender (n., adj.): Having two genders, exhibiting cultural characteristics of masculine and feminine roles.

Bigotry (n.): Intolerance of cultures, religions, races, ethnicities, or political beliefs that differ from one's own.

Biracial (adj.): Of or related to more than one race. Biracial individuals may choose to identify with only one race, especially if they find that they are readily accepted by one group more than another. Historically, biracial individuals who had one black parent and one white parent were considered black and were not acknowledged by the white community.

Bisexual (n., adj.): A person whose primary sexual and affectional orientation is toward people of the same and other genders, or towards people regardless of their gender.

Black (n., adj.): Of or related to persons having ethnic origins in the African continent; persons belonging to the African Diaspora. Some individuals have adopted the term to represent all people around the world who are not of white European descent, although this usage is not common. "Black" is often used interchangeably with "African American" in the United States.

Brown (n., adj.): A term most often used to refer to people of Latino/Hispanic descent, or of the Latin American Diaspora (Mexico, Central and South America, Puerto Rico, the Dominican Republic, Cuba, as well as Latinos/Hispanics in the United States and Canada). Some individuals may use the word to refer to all people of color.

C.

Caucasian (n., adj.): Of or related to the Caucasus region, a geographic area between the Black and Caspian seas; a former racial classification that included indigenous persons of Europe, northern Africa, western Asia, and India, characterized by light to brown skin and straight to wavy or curly hair. In the U.S., "Caucasian" is often used interchangeably with "white."

Chicano/a (n.): A term adopted by some Mexican Americans to demonstrate pride in their heritage, born out of the national Chicano Movement that was politically aligned with the Civil Rights Movement to end racial oppression and social inequalities of Mexican Americans. Chicano pertains to the particular experience of Mexican-descended individuals living in the United States. Not all Mexican Americans identify as Chicano.

Cisgender (n. adj.): A gender identity, or performance in a gender role, that society deems to match the person's assigned sex at birth. The prefix cis- means "on this side of" or "not across." A term used to call attention to the privilege of people who are not transgender.

Cissexism/Genderism (n.): The pervasive system of discrimination and exclusion that oppresses people whose gender and/or gender expression falls outside of cis-normative constructs. This system is founded on the belief that there are, and should be, only two genders and that one's gender, or most aspects of it, are inevitably tied to assigned sex.

Classism (n.): Biased attitudes and beliefs that result in, and help to justify, unfair treatment of individuals or groups because of their socioeconomic grouping. "Classism" can also be expressed as public policies and institutional practices that prevent people from breaking out of poverty rather than ensuring equal economic, social, and educational opportunity.

Colorblind (adj.): Term used to describe personal, group, and institutional policies or practices that do not consider race or ethnicity as a determining factor. The term “colorblind” de-emphasizes, or ignores, race and ethnicity, a large part of one’s identity.

Colorism (n.): Prejudice or discrimination against individuals with a dark skin tone, typically among people of the same ethnic or racial group.

Cultural Competence (n.): “A process of learning that leads to an ability to effectively respond to the challenges and opportunities posed by the presence of social cultural diversity in a defined social system.”

D.

Disability/(Dis)ability/Dis/ability (n.): A social construct that identifies any restriction or lack of ability to perform an activity in the manner or within the range considered “typical” for a human being given environments that are constructed for and by the dominant or “typical” person.

Discrimination (n.): Unfavorable or unfair treatment toward an individual or group based on their race, sex, color, religion, national origin, age, physical/mental abilities, or sexual orientation.

Diversity (n.): Psychological, physical, and social differences that occur among any and all individuals, such as race, ethnicity, nationality, religion, economic class, age, gender, sexual orientation, mental and physical ability, and learning styles. A diverse group, community or organization is one in which a variety of social and cultural characteristics exist.

E.

Environmental Racism (n.): The concept that members of certain groups are deliberately located in less-desirable geographic areas or that undesirable businesses or activities are deliberately located in range of or within neighborhoods of certain groups, particularly racial minorities and the urban poor.

Ethnic (adj.): Of or related to a particular race, nationality, language, religion or cultural heritage. “Ethnic” in the context of the United States, has also come to represent concepts, characteristics or cultural values and norms that are not typical of persons of white/European ancestry.

Ethnicity (n.): A social construct which divides people into smaller social groups based on characteristics such as shared sense of group membership, values, behavioral patterns, language, political and economic interest, history, and ancestral geographical base.

Equity (n.): Fairness and justice, especially pertaining to rights and protection under the law.

Eurocentrism (n.): The practice of using Europe and European culture as a frame of reference or standard criteria from which to view the world. Eurocentrism favors European cultural norms and excludes the realities and experiences of other cultural groups.

Explicit Bias (n): Prejudicial beliefs that one knowingly endorses at the conscious level.

F.

Feminism (n.): Theory and practice that advocates for educational and occupational equity between men and women and undermines traditional cultural practices that support the subjugation of women by men and the devaluation of women’s contributions to society.

FOB (n.): A derogatory term used to refer to recent immigrants to the U.S., meaning “fresh off the boat.”

G.

Gay (n., adj.): A homosexual. This term was said to originate in Paris during the 1930’s and referred to the male homosexual underground community. The term was reclaimed during the Gay Liberation Movement as a source of pride. “Gay” is commonly used only to refer to homosexual men and not women.

Gay Bashing (v.): Term used to describe forms of harassment and hate crimes directed toward homosexuals, such as verbal and physical threats and assault and vandalism.

Gender (n.): Sexual classification based on the social construction of the categories of “men” and “women.” Gender differs from one’s biological sex (male or female) in that one can assume a gender that is different from one’s biological sex.

Gender Fluid (n., adj.): A person whose gender identification and presentation shifts, whether within or outside of societal, gender-based expectations. Being fluid in motion between two or more genders.

Gender Identity (n.): A sense of one's self as trans, genderqueer, woman, man, or some other identity, which may or may not correspond with the sex and gender one is assigned at birth.

Genderism/Cissexism (n.): The pervasive system of discrimination and exclusion that oppresses people whose gender and/or gender expression falls outside of cis-normative constructs. This system is founded on the belief that there are, and should be, only two genders and that one's gender or most aspects of it, are inevitably tied to assigned sex.

Gentrification (n.): The process whereby a given urban area or neighborhood undergoes a socioeconomic transition from a previously low-income, working class neighborhood to a middle-class or affluent neighborhood.

Ghetto (n., adj.): Term used to represent the social and physical isolation of urban blacks, or communities of color in general, as well as the dire conditions these communities endure: densely populated slums, economic hardship, and racial discrimination in the central city.

Glass Ceiling (n.): Term used to describe the "unseen" barrier that prevents women and people of color from being hired or promoted beyond a certain level of responsibility, prestige, or seniority in the workplace.

H.

Harassment (n.): Unwelcome, intimidating, or hostile behavior.

Heteronormativity (n.): A set of lifestyle norms, practices, and institutions that promote binary alignment of biological sex, gender identity, and gender roles; assume heterosexuality as a fundamental and natural norm; and privilege monogamous, committed relationships and reproductive sex above all other sexual practices.

Heterosexuality (n.): A sexual orientation in which a person feels physically and emotionally attracted to people of a gender other than their own.

Hispanic (n., adj.): The U.S. Census Bureau defines Hispanics as "those people who classified themselves in one of the specific Spanish, Hispanic, or Latino categories listed on the Census 2000 questionnaire (Mexican, Mexican American, Chicano, Puerto Rican, or Cuban).

Homophobia (n.): A fear of individuals who are not heterosexual. Homophobia often results in people distancing themselves from and/or psychologically/physically harming people who are gay, lesbian, bisexual, or transgendered. The literal meaning of the word is "fear of same."

Homosexual (n., adj.)/Homosexuality (n.): An outdated term to describe a sexual orientation in which a person feels physically and emotionally attracted to people of the same gender. Historically, it was a term used to pathologize gay and lesbian people.

I.

Illegal Alien (n.): The official term used by the U. S. federal government to refer to citizens of foreign countries whose entry into the United States is prohibited by law, or those who reside in the United States without evidence of legal documentation where permission for entrance has been granted.

Implicit Bias (n): Inclination in judgment or behavior that operates below the conscious level and without intentional control.

Inclusion (n.): The act of creating environments in which any individual or group can feel welcomed, respected, and fully participate. An inclusive and welcoming climate embraces differences and offers respect in words and actions for all people.

Intersectionality (n.): A term coined by civil rights advocate and scholar Kimberlé Williams Crenshaw to describe the interaction among various types of discrimination, specifically as they relate to overlapping forms of discrimination experienced by women of color.

Intersex (n., adj.): Adjective used describe the experience of naturally (that is, without any medical intervention) developing primary or secondary sex characteristics that do not fit neatly into society's definitions of male or female. Intersex is an umbrella term and there are around 20 variations of intersex that are included in this umbrella term. Hermaphrodite is an outdated and inaccurate term that has been used to describe intersex people in the past.

L.

Lesbian (n., adj.): A woman whose primary sexual and affectional orientation is toward people of the same gender.

LGBTQ(IA+) (adj.): acronym for “Lesbian, Gay, Bisexual, Transgender, Queer, (Intersex, Asexual, and other communities).”

Linguistic Isolation (n.): May be used to describe the experience of feeling confused or alienated when one is unfamiliar with the language spoken by those around them.

Linguistic Profiling (v.): The practice of making assumptions or value judgments about an individual based on the way he or she speaks and/or the language he or she uses, and then discriminating against that individual because of these factors.

M.

Mainstream (n., adj.): Refers to the dominant cultural norms of a given society. In the United States, the “mainstream” culture encompasses the language, values, beliefs, and behaviors of the white/European population.

Microaggression (n.): A term that refers to brief and commonplace daily verbal or behavioral indignities, whether intentional or unintentional, that communicate hostile, derogatory, or negative slights and insults that potentially have a harmful or unpleasant psychological impact on the target person or group.

Marginalization (n.): The placement of minority groups and cultures outside mainstream society. All that varies from the norm of the mainstream is devalued and at times perceived as deviant and regressive.

Multicultural (adj.): Of or pertaining to more than one culture.

Multiculturalism (n.): Theory and practice that promotes the peaceful coexistence of multiple races, ethnicities, and cultures in a given society, celebrating and sustaining language diversity, religious diversity, and social equity.

N.

Nonbinary (n., adj.): A gender identity and experience that embraces a full universe of expressions and ways of being that resonate for an individual. It may be an active resistance to binary gender expectations and/or an inten-

tional creation of new unbounded ideas of self within the world. For some people who identify as nonbinary there may be overlap with other concepts and identities like gender expansive and gender nonconforming.

O.

Omnisexual, Pansexual (n. adj.): Terms used to describe people who have romantic, sexual or affectional desire for people of all genders and sexes.

Oppression (n.): Severe exercise of power and subjugation that works to privilege one group and disadvantage another.

Individual Level: Beliefs or behaviors of an individual person; conscious or unconscious actions or attitudes that maintain oppression.

Institutional Level: Institutions, such as family, government, industry, education, and religion are shapers of, as well as shaped by, the other two levels. The application of institutional policies and procedures in an oppressive society run by individuals or groups who advocate or collude with social oppression produces oppressive consequences.

Societal/Cultural Level: Society’s cultural norms perpetuate implicit and explicit values that bind institutions and individuals; cultural guidelines, such as philosophies of life, definitions of good, normal, health, deviance, and sickness, often serve the primary function of providing individuals and institutions with the justification for social oppression.

Orientation (n.): One’s attraction or non-attraction to other people. An individual’s orientation can be fluid and people use a variety of labels to describe their orientation. Some, but not all, types of attraction or orientation include romantic, sexual, sensual, aesthetic, intellectual, and platonic.

P.

Pacific Islander (n.): The term “Pacific Islander” refers to persons whose origins are of the following nations: Polynesian, Melanesia, Micronesia, or any of the Pacific Islands.

Pansexual, Omnisexual (n. adj.): Terms used to describe people who have romantic, sexual or affectional desire for people of all genders and sexes.

Privilege (n.): A set of unearned benefits given to people who fit into a specific social group.

Q.

Queer (n., adj.): Term used to refer to people or culture of the gay, lesbian, bisexual, and transgender (LGBTQIA+) community. Historically, queer has been used as an epithet/slur against people whose gender, gender expression and/or sexuality do not conform to dominant expectations. Some people have reclaimed the word queer and self-identify as such. For some, this reclamation is a celebration of not fitting into norms/being “abnormal.” Manifestations of oppression within gay and lesbian movements such as racism, sizeism, ableism, cissexism, transmisogyny, as well as assimilation politics, resulted in many people being marginalized, thus, for some, queer is a radical and anti-assimilationist stance that captures multiple aspects of identities.

Quota (n.): A number or percentage particularly of people designated as a targeted minimum for a particular group or organization. A term often used in reference to admission to colleges and universities and organizational hiring practices.

R.

Race (n.): A grouping of human beings based on a shared geographic dispersion, common history, nationality, ethnicity, or genealogical lineage. Race is also defined as a grouping of human beings determined by distinct physical characteristics that are genetically transmitted.

Racism (n.): Racism can be understood as individual and institutional practices and policies based on the belief that a particular race is superior to others. This often results in depriving certain individuals and groups of certain civil liberties, rights, and resources, hindering opportunities for social, educational, and political advancement.

Reverse Discrimination (n.): A term used by opponents to affirmative action who believe that these policies are causing members of traditionally dominant groups to be discriminated against.

S.

Safe Space (n.): A space in which an individual or group may remain free of blame, ridicule, and

persecution, and are in no danger of coming to mental or physical harm.

Sexual Harassment (n.): The Equal Employment Opportunity Commission defines sexual harassment as “a form of sex discrimination that violates Title VII of the Civil Rights Act of 1964.”

Sexism (n.): The cultural, institutional, and individual set of beliefs and practices that privilege men, subordinate women, and devalue ways of being that are associated with women.

Sexual Orientation (n.): Term used to refer to an individual’s sexuality and/or sexual attraction to others.

Sizeism (n.): The pervasive system of discrimination and exclusion that oppresses people who have bodies that society has labeled as “overweight,” as well as people of short stature.

Socioeconomic Class (n.): Social group membership based on a combination of factors including income, education level, occupation, and social status in the community, such as contacts within the community, group associations, and the community’s perception of the family or individual.

Stereotype (n.): A positive or negative set of beliefs held by an individual about the characteristics of a certain group.

T.

Tokenism (n.): The policy of making only a perfunctory effort or symbolic gesture toward the accomplishment of a goal, such as racial integration; the practice of hiring or appointing a token number of people from underrepresented groups in order to deflect criticism or comply with affirmative action rules.

Tolerance (n.): Recognition and respect of values, beliefs, and behaviors that differ from one’s own.

Transgender (adj.): An umbrella term describing a wide range of identities and experiences of people whose gender identity and/or expression differs from conventional expectations based on their assigned sex at birth. Not all trans people undergo medical transition (surgery or hormones). Some commonly held definitions: Someone whose determination of their sex and/or gender is not universally considered valid; someone whose behavior or expression does not “match” their assigned sex according to

society; a gender outside of the man/woman binary; having no gender or multiple genders.

Transsexual (n.): A person who lives full-time in a gender different than their assigned birth sex and gender. Sometimes used to specifically refer to trans people pursuing gender or sex confirmation.

U.

Undocumented immigrant (n.): A term used to describe the populations in the United States who do not possess legal documentation of residence and/or who did not receive proper authorization to enter the country.

W.

WASP (n.): The acronym translates to White Anglo-Saxon Protestant, a term used in the United States to refer to the demographic of people who are of this ancestry.

Welfare (n.): Economic assistance provided by the government to persons in need.

Worldview (n.): The way in which an individual views the outside world, influenced by his or her beliefs, values, and behaviors, and determined by his or her unique experiences.

Glossary of Frequently Used Terms

Bias

Prejudice toward one group and its members relative to another group.

Community Indicator

The means by which we can measure socioeconomic conditions in the community. All community indicators should be disaggregated by race, if possible.

Contracting Equity

Investments in contracting, consulting, and procurement should benefit the communities a jurisdiction serves, proportionate to the jurisdictions demographics.

Equity Result

The condition we aim to achieve in the community.

Explicit Bias

Biases that people are aware of and that operate consciously. They are expressed directly.

Implicit Bias

Biases people are usually unaware of and that operate at the subconscious level. Implicit bias is usually expressed indirectly.

Individual Racism

Pre-judgment, bias, or discrimination based on race by an individual.

Institutional Racism

Policies, practices, and procedures that work better for white people than for people of color, often unintentionally.

Performance Measure

Performance measures are at the county, department, or program level. Appropriate performance measures allow monitoring of the success of implementation of actions that have a reasonable chance of influencing indicators and contributing to results. Performance measures respond to three different levels: 1) Quantity—how much did we do?; 2) Quality—how well did we do it?; and 3) Is anyone better off? A mix of these types of performance measures is contained within the recommendations.

Racial Equity

Race can no longer be used to predict life outcomes and outcomes for all groups are improved.

Racial Inequity

Race can be used to predict life outcomes, e.g., disproportionality in education (high school graduation rates), jobs (unemployment rate), criminal justice (arrest and incarceration rates), etc.

Structural Racism

A history and current reality of institutional racism across all institutions, combining to create a system that negatively impacts communities of color.

Workforce Equity

The workforce of a jurisdiction reflects the diversity of its residents, including across the breadth (functions and departments) and depth (hierarchy) of government.

TOOLKIT

Racial Equity Toolkit: An Opportunity to Operationalize Equity



Town of Needham, Massachusetts Media Release

Office of the Town Manager
Town Hall, 1471 Highland Ave, Needham, MA 02492

FOR IMMEDIATE RELEASE

Tuesday, February 15, 2022

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Public Invited to Participate in Discussion Series ‘Connections: Cops & Community’

Three-part series to focus on policing in the community

NEEDHAM – Tuesday, February 15, 2022 – A coalition of Town leaders are inviting community members to join Connections: Cops & Community, a three-part discussion series that will delve into policing in Needham and help foster greater understanding and dialogue between police and the community.

The series aims to engage community members in conversations around race, diversity, equity, and inclusion, a key recommendation from the Needham Unite Against Racism Initiative (NUARI). The NUARI Working Group identified policing as a priority area of focus. Participants organizing these events include members of the Select Board, Needham Unite Against Racism Initiative Working Group (NUARI), Human Rights Committee, Needham Diversity Initiative, Needham Police Department, Needham Public Schools, the Interfaith Clergy Association and Town leadership.

The first event, “History of Policing: Then and Now” is designed to educate the community about how the Needham Police Department is structured and its operations. This conversation is intended to provide important background information on policing so that participants have information they need for more robust dialogue in the second two conversations. Cops and Community will feature three panelists: Needham Police Officer Anthony Frongillo, who will cover the history of policing in the United States; Gloria Greis, Executive Director, Needham History Center & Museum, who will cover the history of policing in Needham; and Police Chief John Schlittler, who will discuss current policing in Needham. The discussion will be moderated by Needham resident [Chad Williams](#), Professor of History and African and African American Studies at Brandeis University.

Participants will have the opportunity to ask questions at the end of the 90-minute presentation.

The second event will focus on NPD’s philosophy, partnerships, and approach to working with youth. This panel discussion will include perspectives from school resource officers, school officials, and public health professionals on the opportunities to create and maintain positive relationships between young people and the police. This session will also include question and answer time.

The third session of the series will be driven by the community, expanding on issues covered in earlier conversations, exploring the relationship between law enforcement and Black, Indigenous and People of Color (BIPOC) communities, and discussing issues around policing that are most urgent in the public's mind. Participants in the first two sessions and community members will be asked to provide feedback on topics of interest to help shape this third session.

Connections: Cops & Community is just one way the Town is working to ensure that Needham is a welcoming and inclusive community. The Select Board has adopted a vision statement for racial equity in Needham. Various Town Boards and Committees are partnering with NUARI to identify ways they can apply this vision to their work.

Please note: Each event will be held in person unless it is determined that it is not safe to do so. These conversations are intended to create and foster meaningful relationships and dialogue and the hosts believe in-person discussion is best suited to achieve that goal. The Town will make a recording of each session available on its website.

For questions or suggested topics/issues to be discussed, please email kking@needhamma.gov with the subject line "Connections: Cops and Community."

***** To register for the series, please fill out this [registration form](#). ***** While registration is not required, it is helpful for planning purposes.

Connections: Cops and Community Event Details

History of Policing: Then and Now

Tuesday, March 1

7:00 - 8:30 PM

Center at the Heights, 300 Hillside Avenue

Youth & Police Panel Discussion

Tuesday, April 5

7:00 - 8:30 PM

Center at the Heights, 300 Hillside Avenue

Community Conversation

Tuesday, May 17

7:00 - 8:30 PM

Center at the Heights, 300 Hillside Avenue

###

CONNECTIONS: COPS & COMMUNITY

A discussion series

Join Town leaders for a three-part discussion series that will examine policing in Needham and foster greater understanding and dialogue between police and the community. The series will engage community members in conversations around race, diversity, equity, and inclusion.

Connections: Cops and Community Event Details

History of Policing: Then and Now

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register here



Participants organizing these events include members of the Select Board, Needham Unite Against Racism Initiative Working Group (NUARI), Human Rights Committee, Needham Diversity Initiative, Needham Police Department, Needham Public Schools, the Interfaith Clergy Association and Town leadership.