



RECOMMENDATIONS TO THE SELECT BOARD FOR ADVANCING DIVERSITY, EQUITY AND
INCLUSION IN THE TOWN OF BELMONT

Presented by the Town of Belmont Diversity Task Force
February 28, 2022

VISION & DESIRED INCOMES FOR THE TOWN OF BELMONT

The Diversity Task Force (DTF) envisions a welcoming and inclusive Belmont that values diversity, promotes equity and belonging, and actively combats all forms of racism and discrimination. The Diversity Task Force also envisions a town that continuously and actively educates its citizens on evolving diversity, equity, and inclusion (DEI) issues. To achieve this vision, Belmont will create policies, systems, environments, and leadership to support diversity, cultural richness, and equity for Belmont’s long-term well being.

An important antecedent of this vision is *A Working Vision for Belmont’s Future* (adopted by Town Meeting, April 23, 2001) as embodied in the following: “We will welcome newcomers and value diversity, while caring for our neighbors and for the needs of children, youth and seniors.”

RECOMMENDATIONS TO SELECT BOARD FOR ADVANCING DIVERSITY, EQUITY & INCLUSION IN THE TOWN OF BELMONT

This report summarizes the work and presents recommendations from the Town of Belmont’s Diversity Task Force following a year of assessment, review, and consideration.

TASK FORCE MEMBERS

Kimberly Haley-Jackson, Chair	Belmont Human Rights Commission member
Jordan Biggers	Community member
Vacant*	Community Organized for Solidarity
Rogelio Fussa	Vision 21 Committee member
Patrice Garvin	Town Administrator
Denise LaPolla	Belmont Public Schools
Angela Middleton	Belmont Against Racism member, METCO parent
Pritha Mitra-Stiff	Community member
Lixin Qin	Belmont Chinese American Association
Julie Wu	Belmont Pan-Asian Coalition
Sharon Rich**	LGBTQ+ Alliance

* This position was filled by Jennipher Burgess until December 2021

**This position was initially filled by Ellen Wolk until June 2021

DESIRED OUTCOMES

The following recommendations focus on both short and long-term improvements across all town functions, departments, and policies to create a culture of representation, equity, and inclusivity and systems to support that culture. They are part of the DTF's aim to:

1. Strengthen a sense of belonging for Black, Indigenous, People of Color (BIPOC), LGBTQ+, disabled, elderly, and other marginalized racial, ethnic, and faith-based communities.
2. Increase the town's cultural competence.
3. Reduce barriers to residing and thriving in the town.
4. Display proactive inclusion of historically underrepresented communities in all aspects of town planning, funding, goal setting, and policy- and decision-making.

BACKGROUND

Purpose of the Diversity Task Force

In February 2021, the Select Board formed the Diversity Task Force with the following charge: "Study the causes of systemic racism and stereotypes attached to race, religion, ethnicity, sexual orientation and culture. Meet with local and state stakeholder groups to identify areas that need to be evaluated to determine if they are still appropriate in today's culture. Provide observations and develop recommendations to the Select Board for steps the Belmont community can take to combat systemic racism and embrace greater diversity, equity, and inclusion in Belmont. The committee will suggest ideas to help to educate the citizens of Belmont and make it a more welcoming community."

The task force has been composed of ten volunteer community members and Town Administrator Patrice Garvin.

APPROACH AND DEVELOPMENT OF THE RECOMMENDATIONS

Development of the recommendations included consideration of the data and consultation with local experts.

The salient characteristics of Belmont's demographics as of the April 2020 U.S. Census¹ are shown below:

Population: 27,295

Over 65: 16.5%

Women: 53.6%

Race:

White: 76.9%

Asian: 17.2%

Hispanic or Latino: 4.3%

Black: 1.5%

Native American: 0.3%

(Two or more races: 3.8%)

Foreign born: 24.9%

Language other than English spoken at home: 29.7%

Has a disability: 3.7%

In poverty: 6%

Median income: \$129,380

All firms in Belmont (as of 2012): 3,372

Men owned: 2,126 (63%)

Women owned: 1,013 (30%)

Unknown (7%)

Minority owned: 419 (13%)

Non-minority owned: 2,896 (87%)

¹ These numbers are reproduced from the [U.S. Census Bureau QuickFacts. \(Appendix Table I\)](#), which compares Belmont's demographics with a sample of neighboring towns (Newton, Waltham, Arlington, and Lexington).

Belmont Demographic Changes between 2010 and 2020—Race and Age 65+ (Source: Census)

Between 2010 and 2020 the percent changes in population by race were the following:

- White—[-3.09%, decrease]
- Black/African American—[26.38%, increase]
- American Indian/Alaskan Native—[9.68%, increase]
- Asian—[39.34%, increase]
- Pacific Islander—[0%, no change]
- Other Race—[28.37%, increase]
- Multiple Race—[29.12%, increase]
- Hispanic Population—[33.98%, increase]

Between 2010 and 2020, the percent changes in the population age 65+ overall and by race were the following:

- Overall—[34.42%, increase]
- White—[27.83%, increase]
- Black/African American—[86.49%, increase]
- American Indian/Alaskan Native—[0.00%, no change]*
- Asian—[136.72%, increase]
- Pacific Islander—[0.00%, no change]*
- Other Race—[133.33%, increase]
- Multiple Races—[120.00%, increase]
- Hispanic—[105.41%, increase]

*Note: When the age 60-64 category is included, there is a 33.33% increase for American Indian/Alaskan native and a 100% increase for Pacific Islander—an increase by one person for both racial demographics. While the increases presented are potentially marginal, attention to the age 60-64 category for all racial groups may be warranted, considering persons in the age 60-64 category will eventually move into the 65+ group.

The time period 2010 to 2020 represents the time period of Belmont's most recent master plan.

Comparison with Surrounding Towns

The table included in Appendix 1 shows the U.S. Census comparison with surrounding towns.

Comparing the minority population in these surrounding towns, Belmont has a larger Asian and smaller Black and Hispanic population, with the exception of Lexington, which has the largest proportion of Asians and the smallest proportion of Black and Hispanic residents of this group of towns.

Compared to some surrounding towns, Belmont also has a lower median income.

Belmont Housing Data (Source: Belmont Housing Trust Housing Demographic indicators):

Total households in Belmont: 9,525

Owner-occupied: 65%

Median value of owner-occupied units (2015-19): \$859,600

Median gross rent (2015-19): \$2,002

Extremely low-income households (<30% Area Mean Income (AMI)): 840

Very low-income households (30-50% AMI): 770

Low-income households (50-80% AMI): 665

Total households qualifying for affordable housing: 2,275 (23.9%)

Total number of subsidized housing units currently: 659

Number anticipated from McLean development: 34

Percentage required to avoid hostile 40B development: 10%

Percentage of subsidized housing units after McLean development: 7.2%

Belmont Public School (BPS) Student Demographics (Source: BPS Administration, 2022)

62% White

21% Asian

5% Hispanic

4% African American

8% Unreported

Belmont Public School Employee Demographics (Source: School Racial Code Distribution, 2022):

Race/Ethnicity	Total	
Armenian	1	0.2%
Asian and American Indian or Alaska Native-13	1	0.2%
Asian-03	18	2.9%
Black or African American-02	10	1.6%
Haitian American	2	0.3%
Hispanic or Latino: Black or African American-34	3	0.5%
Hispanic or Latino: White-33	6	1.0%
Hispanic/Latinx: Native	1	0.2%
Hispanic-Native American	1	0.2%
Two or More Races	1	0.2%
White and Asian-07	9	1.4%
White and Black-06	5	0.8%
White-01	524	83.0%
(blank)	49	7.8%
Grand Total	631	100.0%

Town of Belmont municipal employees (Source: Belmont Human Resources, 2021):

Race	# of employees	%
Other Race	2	0.42
Hispanic	2	0.42
Caucasian	453	96.3
Black	5	1.06
Asian	8	1.7

Town of Belmont Police Department (source: Belmont Police Chief)

Officers: 2% Asian/Hispanic (One officer identifies as both)

Part-time, civilian employees: 12.5% identify as non-Caucasian. Two part time African-Americans and Two part-time South Asian (Indian and Pakistani).

Six officers who identify as women: 13.6%, and 12.5% of four civilian personnel who identify as women

Total # of employees: 32 civilian personnel, 44 officers

Town of Belmont Fire Department (source: Belmont Fire Department Chief)

55 total including 1.5 civilian positions (one full time, one part time)

Three firefighters identify as female, and 1.5 civilians identify as female, 8%

100% Caucasian

Belmont Youth Risk Behavior Survey (YRBS) 2021 Data Highlights

These findings were presented to the School Committee Meeting (Nov 9, 2021)

Mental Health Issues						
Overall	High School	Middle School				
Self Harm	12%					
Overwhelming Stress	31%					
Depression	28%					
Consider Suicide	12%	18%				
Made a Suicide Plan	9%	9%				
By Gender	High School			Middle School		
	Male	Female	Gender Queer	Male	Female	Gender Queer
Self Harm	5%	17%	59%			
Overwhelming Stress	17%	42%	65%			
Depression	18%	35%	64%			
Consider Suicide	8%	15%	36%	9%	23%	65%
Made a Suicide Plan	6%	10%	32%	5%	9%	53%

Mental Health Issues				
By Race	High School			
	Asian	Black	Mulltiracial	White
Self Harm	9%	9%	21%	13%
Overwhelming Stress	24%	26%	31%	33%
Depression	23%	32%	29%	28%
Consider Suicide	12%	18%	16%	11%
Made a Suicide Plan	10%	9%	15%	7%
	Middle School			
	Asian	Black	Mulltiracial	White
Consider Suicide	19%	9%	30%	16%
Made a Suicide Plan	9%	4%	11%	9%

The Mount Auburn Hospital Community Health Needs Assessment (July 2021)

The Belmont Board of Health participated in this [assessment](#), which found that racism is a key factor in addressing health disparities in Belmont and surrounding communities..

“Although social determinants of health impact the health outcomes of communities, racism, particularly structural racism, was stated as the root cause of many social determinants of health (e.g., housing, educational, food insecurity).

Certain populations face health care disparities and barriers to care because of systemic and historical marginalization. . . the findings from our interviews and focus groups clearly indicated there are still substantial numbers of individuals who have historically been under-resourced, who continue to face health disparities and are not engaged in essential medical and behavioral services largely due to systematic barriers and a shortage of culturally appropriate and inclusive services. Efforts need to be made to expand access to services, reduce barriers to care, address systemic racism, and improve the quality of primary care medical, medical specialty, and behavioral health services.”

The Vision 21 Implementation Committee’s 2014 Town-Wide Survey on Priorities and Progress

Vision 21 Implementation Committee Survey results showed that diversity and inclusion were not among the top three priorities of respondents. However, this survey did not capture the racial demographics of respondents.

In addition, 78% of respondents identified as homeowners and 10% identified as renters. As only 65% of Belmont's households are owner occupied (per July 2019 census), this survey is not representative of Belmont's overall population. Massachusetts homeowners, in general, are predominantly white, so it is likely that white residents are disproportionately represented in this survey.

Consultation

The DTF participated in ten full membership meetings, with additional subcommittee meetings as required. The following individuals and entities were consulted:

- Belmont Board of Health
- Belmont Council on Aging
- Belmont Disability Access Commission
- Belmont Economic Development Committee
- Belmont Fire Department
- Belmont LGBTQI+ Alliance
- Belmont Housing Trust
- Belmont Housing Authority
- Belmont Police Department
- Belmont Public Schools
- Belmont Religious Council
- Belmont Special Education Parent Advisory Council (SEPAC)
- Belmont Women's Club
- April Bradshaw, Real Estate Agent
- Marianne Cooley, Needham Unite Against Racism Working Group and Needham Select Board member
- Joseph Corazzini, former DEI Director, Framingham Public Schools
- Jillian Harvey, DEI Director, Town of Arlington
- Rosa Innis, METCO Director

FINDINGS AND RECOMMENDATIONS

Overall findings and recommendations will be followed by more specific sections on Housing, Business, Education, and Health.

OVERALL FINDINGS

Belmont is a vibrant, diverse community with many activists, allies, and concerned citizens, including Belmont's leadership, who are and have been committed to making Belmont an inclusive, welcoming community.

At the same time, there have been numerous hate-based incidents in Belmont in the past year or so, including the murder of Henry Tapia and other racist, homophobic, and antisemitic acts. The Belmont Human Rights Commission (BHRC), Police Department, and Public Schools have all reported an increase in hate incidents over the past year.

The Town of Belmont lacks certain fundamental structures and policies to combat systemic racism and to educate its citizens on DEI issues. A consequence of this is town-wide DEI work that is fragmented. That said, Belmont took an important step in 2021 when the Belmont Public Schools hired its first director of Diversity, Equity, and Inclusion, Chon'tel Washington.

Belmont's DEI work lags behind other comparable neighboring municipalities that have hired both town and school district DEI directors.

Of note, at all levels of Belmont's government—elected, appointed, and employed—minorities are vastly under-represented when compared to Belmont's population. For example, 96% of municipal employees identify as Caucasian. Of the almost 100 full-time employees in Belmont's fire and police departments, only one identifies as non-white. Similarly, school staff are remarkably less diverse than their students; this is particularly true in the elementary schools.

Belmont's 2010-2020 master plan (*A Vision for Belmont: Mapping a Sustainable Future*) did not address diversity, equity, and inclusion issues beyond the portion of the report devoted to housing. For example, the word "disability" occurs nowhere in the master plan.

OVERALL RECOMMENDATIONS TO MAKE BELMONT MORE INCLUSIVE AND WELCOMING

1. Create a Diversity, Equity, and Inclusion (DEI) Director position for the Town of Belmont. The DEI Director would work to develop and institute a long-term series of initiatives to foster an equitable and inclusive municipal culture and build equitable and inclusive practices into the Town's policies, services, and functions. The role will lead the Town's DEI plan, including the ongoing development and delivery of goals and objectives relating to DEI initiatives that promote equity, inclusion, and access within the Town's workforce and with related committees/boards. The position will participate in diversity matters and policy reviews and collaborate with Town department heads.
2. Create an ongoing DEI Implementation Committee, or an extension of the Belmont Human Rights Commission (BHRC), to work with the DEI Director. This body should be made up of representative

stakeholders currently represented in the DTF, with the addition of the Belmont Religious Council, Disability Access Commission, and Age Friendly Committee, and will work proactively to promote community inclusiveness and cohesion. The DEI Implementation Committee, in conjunction with the DEI director and the BHRC, will:

- a. Liaise regularly with all major town boards and committees, including the Select Board, Master Plan Refresh Committee, Planning Board, Zoning Board of Appeals, Warrant Committee, etc. to ensure that diversity, equity, and inclusion are considered at all levels of government and in all major decisions, budgetary and otherwise.
 - b. Ensure that representative stakeholders are represented at annual town events (e.g., Town Day, Meet Belmont, MLK Breakfast, etc.).
 - c. Ensure that representative stakeholders are consulted after discriminatory incidents.
 - d. Evaluate and increase visibility of stakeholder resources and presence on town website, town print materials, and any social media.
 - e. Create DEI as a top-level section on Belmont’s website DEI information. Incorporate DEI statements into all sections of the website.
3. Under the direction of the new DEI Implementation Committee, in consultation with the Vision 21 Implementation Committee and DEI Director, prioritize a town-wide survey concerning the Town’s vision and goals, including DEI issues, for the creation of a DEI strategic plan.
 4. Review the town’s branding, such as “Town of Homes,” to consider making it more welcoming to both residents and businesses.
 5. Fund the Belmont Human Rights Commission adequately to enable it to communicate with and provide educational programming to the Belmont community. (\$7,000 is requested for FY ’23.).
 6. Promote long-term diversification of town positions by:
 - a. Reaching out to minority and other under-represented (LGBTQ+, disabled) communities—e.g., have a town official attend one of their meetings a year—to encourage participation in elections and committee/board applications.
 - b. Re-examining impact of civil service requirements for Police and Fire Department positions on both diversity and vacant positions. If Civil Service remains in place, support [Bill no. 1474, An Act Relative to the Civil Service Resident Preference](#) (see Appendix 2), which would consider an applicant to be a town resident if they graduated from Belmont High School.
 - c. Examining recruitment practices, including job descriptions and location of job postings, town-wide and school district-wide. Consider blind resume review.
 - d. Continuing remote access to meetings post-pandemic and enabling and encouraging closed captioning.
 - e. Researching other municipalities’ affordable housing unit programs for municipal employees, including Police, Fire, and School Department employees, to make Belmont a more affordable option.
 7. Collect and display demographic data of municipal staff and office holders.
 8. Continue to support stakeholder events and have officials attend them.
 9. Increase transportation access for the elderly and disabled with shuttles and ride sharing programs.
 10. Maintain sidewalks around bus stops and crosswalks and install sidewalk ramps where there are none as part of a town-wide audit with the Disability Access Commission of transportation routes and means

that are not fully accessible to the disabled. (For instance, not all the walking routes to Wellington School, Chenery Middle School, and Belmont High School are wheelchair accessible).

11. Include the American Disabilities Act Coordinator and Disability Access Commission in construction plans for all town building projects.
12. Investigate, support, and promote community initiatives aimed at bringing together the community, such as the [Belmont for Racial Healing workshop](#) (created by the Belmont Religious Council and the Belmont Human Rights Commission) and a possible one-day retreat with all DEI stakeholders.
13. Provide and encourage participation in diversity training for all municipal employees. This training should include cultural differences, unconscious bias, and the evolving and emerging concepts and issues (e.g., microaggressions, neuro-atypicality, LGBTQ+, and behavioral health issues).
14. Develop and apply a town-wide anti-bullying policy, such as that at the Belmont Public Schools, that defines, prohibits, and provides consequences for bullying, including bullying on the express basis of sexual orientation and gender identity, in all town facilities, activities, programs, and services.
15. Designate all single-occupancy bathroom facilities within municipal buildings as all-gender and provide all-gender bathroom space in new municipal buildings or remodels. Consider requiring single-user sex-segregated facilities throughout Belmont (e.g., bathrooms and changing rooms) to be all-gender.
16. Provide gender-inclusive bathroom signage in municipal buildings regardless of configuration.
17. Use gender-inclusive language on town signage and forms. Leave off questions of gender on legal forms unless necessary. If gender is a necessary identifier, provide a range of inclusive options.
18. Work with the Board of Health to address bias as a public health issue.

HOUSING FINDINGS

The DTF heard evidence of, has had personal experience with, and has witnessed Fair Housing violations by both landlords and real estate agents in Belmont. These violations, even when reported to state agencies, have not resulted in consequences.

Town Meeting discussions have displayed a lack of understanding of Fair Housing laws, especially regarding familial status.

The data show that there is a gap between the number of affordable units available and the number of Belmont residents who need them.

HOUSING RECOMMENDATIONS

1. Provide Fair Housing training for Committee Chairs and Town staff, so that public meetings and decision making do not factor in recommendations that violate Fair Housing laws. Prioritize fair housing training for Planning Board, Zoning board, Select Board, and Town Meeting members.
2. Educate consumers, landlords, and local real estate agents regarding Fair Housing laws.
 - a. Construct a town website page for both tenants/buyers and landlords/sellers that includes Fair Housing laws and links to the Attorney General's office, the Massachusetts Commission against Discrimination, the Massachusetts Real Estate board, and the Belmont Human Rights Commission.

- b. Conduct educational programs and media outreach advertising Fair Housing laws with information about protected classes, especially children and Section 8 voucher holders.
 - c. Investigate implementing a testing programs, such as Suffolk Law School's federally funded Housing Discrimination Testing Program, to investigate Fair Housing violations and develop strategies for prevention and accountability.
3. Involve Housing Trust and other stakeholders in marketing affordable units to be sure a diverse audience is reached, while abiding by Fair Housing practices.
 4. For affordable units, reduce the current 70% local preference to 25%, ensuring opportunities for both current and future Belmont residents. Local preference applies to new units (rental and homeownership) upon initial occupancy only.
 5. Conduct broad outreach around zoning and land use decisions to enable widespread participation among those unable to attend regularly scheduled meetings. For example, the City of Newton has conducted focus groups to increase engagement by underrepresented groups.
<https://www.newtonma.gov/home/showpublisheddocument/75738/637692129080839373>
 6. Increase or maintain current level of Community Preservation Act funds for affordable housing through entities such as the Housing Authority and Housing Trust.
 7. Investigate alternative sources to directly fund affordable housing production at lower income levels than are met through inclusionary zoning.
 8. Provide funding for Housing Production Plans every five years.
 9. Establish at least one area in Belmont for multifamily zoning by right, suitable for families with children, as is now required by [Massachusetts law](#).
 10. Encourage Planning Board to implement Massachusetts Housing Choice Communities Best Practices to sustainably increase housing while also potentially qualifying for state grants. These Best Practices include:
 - a. Chapter 40R Overlay districts—multifamily, mixed use districts which will bring in state money for zoning and additional payments when building permits are issued. Chapter 40R districts are eligible for Chapter 40S school reimbursement insurance funding, which provides funding for school districts that can demonstrate that the 40R district increased enrollment in schools. Belmont has one 40R district, at Oakley, which could be expanded. It could have additional 40R districts at Waverly Square, at Belmont Center, and the Trapelo corridor.
 - b. Zoning that allows for accessory dwelling units by right. Belmont's current zoning allows for ADU's in some cases. However, requirements are very restrictive.
 - c. Reduced parking requirements for Multi-Family units to no more than one parking space per unit.
 11. Revisit eliminating Belmont's overnight parking ban bylaw to accommodate a reduction in parking spaces for multi-family units.
 12. When doing cost analyses of housing development, analyze benefits, including town revenue, inclusion, sustainability, affordability, and furthering Fair Housing.
 13. Develop a guide for homeowners who want to make age-friendly home modifications.
 14. Publicize the current tax deferral program for seniors and aim to remove the interest rate on deferred taxes for seniors who sell their homes during their lifetime.

15. Encourage development of more affordable housing with a range of bedrooms, accessibility, and adaptability features that meets needs of all types of residents—families, seniors, disabled, individuals, and multi-generational families.
16. Add information on Metro Housing Boston’s rental and mortgage assistance programs and Metro West Collaborative Development’s housing clinics to the Town’s website.
17. Complete the ADA Transition Plan and implement the recommendations provided by the Institute for Human Centered Design (IHCD).

BUSINESS FINDINGS

According to census data as of 2012, the proportion of minority-owned businesses is in line with surrounding towns.

BUSINESS RECOMMENDATIONS

1. Collect and disclose data on minority businesses, procurement processes, and Belmont consumer behavior to answer these questions:
 - a. Are there barriers to minority businesses in Belmont?
 - b. Are there barriers preventing minority contractors from winning contracts in Belmont?
 - c. Are services in Belmont adequate for its minority population?
 - d. Do contractors for the town have non-discrimination policies?
2. Monitor progress by continuing to collect and disclose data.
3. Consider goals with respect to minority-owned businesses and minority workforce in town contracts.
4. Require contractors to provide their employee non-discrimination policy.
5. Ensure equity in town resource allocation across business districts - for example, allocating resources to Cushing & Waverly Squares, in addition to Belmont Center.
6. Encourage mixed use/40R development.
7. Support the formation of a Belmont-wide chamber of commerce that would support businesses and include DEI education and resources.
8. Consider creating a full-time business development position with a charge that includes strategically recruiting businesses to Belmont and reducing barriers to citizens using Belmont businesses (e.g., disability access).
9. Work with the Belmont Human Rights Commission and local businesses to ensure employees are aware the organization exists to serve their needs if they are a victim of discrimination while working within the town limits.
10. Encourage landlords with vacant storefronts to consider making those spaces temporarily available to BIPOC and women-owned businesses as pop-up business. An example of an initiative along these lines is Seattle, WA. See <https://bottomline.seattle.gov/2021/07/09/reimagining-commercial-space-usage/>.

EDUCATION FINDINGS

There is a marked discrepancy in demographics between teachers and students; minorities are vastly underrepresented among school staff.

The Massachusetts Department of Elementary and Secondary Education cited Belmont for over-identifying Black and Brown students as having a learning, emotional, or behavioral disability. This citation resulted in an equity audit, the results of which are pending.

Black and Brown students are under-represented in honors and accelerated courses. In some cases, Black gifted students who were not recognized as such either left the district for gifted education elsewhere or underachieved in school.

There have been several racist, homophobic, and antisemitic incidents in the schools in the past year.

The [Belmont Special Education Advisory Council](#) (SEPAC, a parent advisory council as mandated by Massachusetts state law (Chapter 71B) has not always been included in district communications and decision-making conversations.

Students who would thrive with vocational programming and wish to attend Minuteman High School are not able to attend because of lack of available space at Minuteman.

Since the formation of the DTF, a school district DEI Director has been hired and has been extensively consulted.

The 2021 Youth Risk Behavior Survey reveals significant mental health issues, particularly among marginalized youth.

The DTF understands the Select Board does not have direct jurisdiction over the School Administration. We provide these recommendations to provide justification for funding district DEI programming and to encourage collaboration between the Select Board and the School Committee.

EDUCATION RECOMMENDATIONS

1. Continue to fund the DEI Director position and work with them to address results of the equity audit.
2. Work with the School administration through the Director of Human Capital to recruit teachers of color and develop programs for their retention. Consider attending diversity fairs and reaching out to educational programs with students of color who want to become teachers. Recruit students of color for teaching intern positions.
3. Institute cultural competency training for all teachers in coordination with district DEI Director.
4. Thoroughly review methods used to identify both disabilities and giftedness in young children to counter cultural and/or racial bias.
5. Support both learning disabled and gifted students with curriculum culturally and pedagogically appropriate to them.
6. Aim to re-assess students' need for learning disabled and gifted services annually.
7. Avoid over-reliance on standardized testing to categorize students.

8. Support gifted programming during school hours to increase access to lower income families (whose children may be employed after school) and METCO students.
9. Maintain transportation funding for METCO students to allow them to participate in after school activities.
10. Incorporate ethnic curriculum with diverse reading materials to increase engagement for all students.
11. Facilitate student community service with stakeholder groups to encourage participation.
12. Maintain funding for social workers, psychologists, and guidance counselors in each school to address mental health issues elucidated in the 2021 Youth Risk Behavior Survey.
13. Provide support to students after discriminatory incidents. Consult appropriate groups to do so.
14. Prioritize keeping students in the district.
15. Ensure that SEPAC is included in district communications and at the table for district decision making.
16. Revisit membership in the Minuteman Vocational School Network if at all possible.
17. Continue to sponsor/fund community conversations, including a quarterly speaker series on equity.

HEALTH FINDINGS

Community assessments have found that racism impacts many of the social determinants of health in Belmont and neighboring communities. Marginalized communities face systematic, historical health care disparities and barriers to care.

HEALTH RECOMMENDATIONS

Support the Belmont Board of Health in its efforts to help implement the community recommendations in Mount Auburn's 2021 Community Health Needs Assessment. These recommendations include:

1. Examine disparities in the social determinants of health (access to health care, transportation, food).
2. Increase collaboration among community members, providers, and community based organizations.
3. Utilize or publicize programming to address mental health and substance use in the community..
4. Apply a racial equity lens to all aspects of assessment and program planning.
5. Increase community awareness of local community resources (e.g., [Belmont Food Pantry](#), Council on Aging, [Springwell](#), [Belmont Helps](#)).
6. Implement programming to support those most impacted by the COVID-19 pandemic.
7. Create programs tailored to older adults, immigrants, and people learning English as their second language.

CONCLUSIONS

The Diversity Task Force thanks the Select Board for creating and supporting the DTF. We very much appreciate the opportunity to contribute toward Belmont's future as a dynamic, inclusive, and welcoming town. The DTF settled on the above recommendations after much discussion and consultation, with an aim toward making our recommendations realistic, actionable, and beneficial to the town overall. We trust that the Select Board will take these recommendations seriously and make every effort to implement them.

These recommendations are in no way exhaustive or complete. Further work must be done. We look forward to doing that work together.

APPENDIX 1

Benchmark Data for Town of Belmont						
Source: U.S. Census Bureau QuickFacts						
Fact	Fact Note	Arlington town, Middlesex County, Massachusetts	Lexington town, Middlesex County, Massachusetts	Waltham city, Massachusetts	Newton city, Massachusetts	Belmont town, Middlesex County, Massachusetts
PEOPLE						
Population						
Population Estimates, July 1 2021, (V2021)		NA	NA	NA	NA	NA
Population estimates base, April 1, 2020, (V2021)		NA	NA	NA	NA	NA
Population, percent change - April 1, 2020 (estimates base) to July 1, 2021, (V2021)		NA	NA	NA	NA	NA
Population, Census, April 1, 2020		46,308	34,454	65,218	88,923	27,295
Population, Census, April 1, 2010		42,844	31,394	60,632	85,146	24,729
Age and Sex						
Persons under 5 years, percent		6.80%	4.30%	4.40%	4.80%	6.20%
Persons under 18 years, percent		21.30%	27.10%	13.70%	21.70%	25.30%
Persons 65 years and over, percent		16.70%	19.60%	13.80%	18.00%	16.50%
Female persons, percent		53.60%	51.60%	51.20%	53.50%	53.60%
Race and Hispanic Origin						
White alone, percent		79.70%	63.80%	71.90%	76.70%	76.90%
Black or African American alone, percent	(a)	3.10%	1.30%	7.10%	3.00%	1.50%
American Indian and Alaska Native alone, percent	(a)	0.10%	0.20%	0.40%	0.10%	0.30%
Asian alone, percent	(a)	12.30%	30.10%	11.70%	14.80%	17.20%
Native Hawaiian and Other Pacific Islander alone, percent	(a)	0.00%	0.00%	0.00%	0.00%	0.00%
Two or More Races, percent		3.80%	3.70%	3.80%	3.50%	3.80%
Hispanic or Latino, percent	(b)	4.90%	2.10%	13.60%	4.90%	4.30%
White alone, not Hispanic or Latino, percent		75.80%	62.70%	65.90%	73.70%	73.20%
Population Characteristics						
Veterans, 2015-2019		1419	947	1795	2204	658
Foreign born persons, percent, 2015-2019		19.60%	28.80%	27.50%	22.20%	24.90%

Housing						
Housing units, July 1, 2019, (V2019)		X	X	X	X	X
Owner-occupied housing unit rate, 2015-2019		58.00%	81.70%	51.70%	72.00%	64.50%
Median value of owner-occupied housing units, 2015-2019		\$642,200	\$889,700	\$536,500	\$914,700	\$859,600
Median selected monthly owner costs -with a mortgage, 2015-2019		\$2,885	\$4,000+	\$2,507	\$3,757	\$3,733
Median selected monthly owner costs -without a mortgage, 2015-2019		\$999	\$1,434	\$770	\$1,299	\$1,378
Median gross rent, 2015-2019		\$1,730	\$2,475	\$1,726	\$1,940	\$2,002
Building permits, 2020		X	X	X	X	X
Families & Living Arrangements						
Households, 2015-2019		19,065	11,811	23,690	30,657	9,819
Persons per household, 2015-2019		2.36	2.79	2.33	2.64	2.63
Living in same house 1 year ago, percent of persons age 1 year+, 2015-2019		88.00%	87.10%	81.00%	86.00%	86.10%
Language other than English spoken at home, percent of persons age 5 years+, 2015-2019		20.80%	33.60%	32.50%	26.30%	29.70%
Computer and Internet Use						
Households with a computer, percent, 2015-2019		93.00%	96.00%	93.80%	95.20%	95.10%
Households with a broadband Internet subscription, percent, 2015-2019		90.60%	95.30%	88.40%	93.80%	93.40%
Education						
High school graduate or higher, percent of persons age 25 years+, 2015-2019		96.60%	98.40%	92.00%	97.40%	97.00%
Bachelor's degree or higher, percent of persons age 25 years+, 2015-2019		70.90%	84.70%	54.20%	79.20%	75.40%
Health						
With a disability, under age 65 years, percent, 2015-2019		4.30%	3.70%	5.50%	4.70%	3.70%
Persons without health insurance, under age 65 years, percent		1.40%	0.60%	3.90%	1.40%	1.90%
Economy						
In civilian labor force, total, percent of population age 16 years+, 2015-2019		71.50%	64.80%	70.80%	65.80%	68.00%
In civilian labor force, female, percent of population age 16 years+, 2015-2019		68.20%	57.00%	67.10%	60.80%	62.80%
Total accommodation and food services sales, 2012 (\$1,000)	(c)	48,704	77,005	244,943	381,615	30,666

Total health care and social assistance receipts/revenue, 2012 (\$1,000)	(c)	134,602	255,702	433,026	1,185,115	244,201
Total manufacturers shipments, 2012 (\$1,000)	(c)	5,980	210,946	1,130,421	D	8,631
Total retail sales, 2012 (\$1,000)	(c)	263,821	276,384	1,040,954	1,111,146	190,611
Total retail sales per capita, 2012	(c)	\$6,036	\$8,564	\$16,812	\$12,874	\$7,563
Transportation						
Mean travel time to work (minutes), workers age 16 years+, 2015-2019		33.6	32.1	25.8	29.1	31.1
Income & Poverty						
Median household income (in 2019 dollars), 2015-2019		\$108,389	\$186,201	\$95,964	\$151,068	\$129,380
Per capita income in past 12 months (in 2019 dollars), 2015-2019		\$59,073	\$82,557	\$45,272	\$73,101	\$67,640
Persons in poverty, percent		5.20%	3.20%	9.30%	4.30%	6.00%
BUSINESSES						
Businesses						
Total employer establishments, 2019		X	X	X	X	X
Total employment, 2019		X	X	X	X	X
Total annual payroll, 2019 (\$1,000)		X	X	X	X	X
Total employment, percent change, 2018-2019		X	X	X	X	X
Total nonemployer establishments, 2018		X	X	X	X	X
All firms, 2012		5,286	4,284	6,672	13,744	3,372
Men-owned firms, 2012		2,906	1,995	3,955	7,576	2,126
Women-owned firms, 2012		2,183	1,896	1,878	4,647	1,013
Minority-owned firms, 2012		552	976	1202	2108	419
Non Minority-owned firms, 2012		4,634	3,124	4,984	11,032	2,896
Veteran-owned firms, 2012		378	136	523	893	304
Non Veteran-owned firms, 2012		4,779	3,979	5,601	12,077	2,983
GEOGRAPHY						
Geography						
Population per square mile, 2010		8,325.70	1,910.30	4,763.40	4,773.50	5,317.00
Land area in square miles, 2010		5.15	16.43	12.73	17.84	4.65
FIPS Code		"2501701605"	"2501735215"	"2572600"	"2545560"	"2501705070"

NOTE: FIPS Code values are enclosed in quotes to ensure leading zeros remain intact.

Fact Notes

- (a) Includes persons reporting only one race
- (c) Economic Census - Puerto Rico data are not comparable to U.S. Economic Census data
- (b) Hispanics may be of any race, so also are included in applicable race categories

Value Flags

- Either no or too few sample observations were available to compute an estimate, or a ratio of medians cannot be calculated because one or both of the median estimates falls in the lowest or upper interval of an open ended distribution.
- F Fewer than 25 firms
- D Suppressed to avoid disclosure of confidential information
- N Data for this geographic area cannot be displayed because the number of sample cases
- FN Footnote on this item in place of data
- X Not applicable
- S Suppressed; does not meet publication standards
- NA Not Available
- Z Value greater than zero but less than half unit of measure shown

QuickFacts data are derived from: Population Estimates, American Community Survey, Census of Population and Housing, Current Population Survey, Small Area Health Insurance Estimates, Small Area Income and Poverty Estimates, State and County Housing Unit Estimates, County Business Patterns, Nonemployer Statistics, Economic Census, Survey of Business Owners, Building Permits.

APPENDIX 2

SENATE DOCKET, NO. 404 FILED ON: 1/14/2019

SENATE No. 1474

By Mr. Brownsberger, a petition (accompanied by bill, Senate, No. 1474) of William N. Brownsberger, David M. Rogers and Michael J. Barrett for legislation relative to civil service resident preference. Public Service.

[SIMILAR MATTER FILED IN PREVIOUS SESSION
SEE SENATE, NO. 1389 OF 2017-2018.]

The Commonwealth of Massachusetts

In the One Hundred and Ninety-First General Court
(2019-2020)

An Act relative to civil service resident preference.

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

1 Section 58 of Chapter 31 of the General Laws, as appearing in the 2016 Official Edition,
2 is hereby amended by inserting at the end of the third paragraph, the following new sentence:-

3 "By a vote of the legislative body, a city or town shall consider an applicant as having
4 resided in that city or town for one year immediately prior to the date of the examination, if the
5 applicant so chooses if they have obtained a high school diploma from a school in that city or
6 town or resided in that city or town when they received their high school diploma."