



## Town of Concord Diversity Equity and Inclusion Commission

### Building A Welcoming Community

September 5, 2023

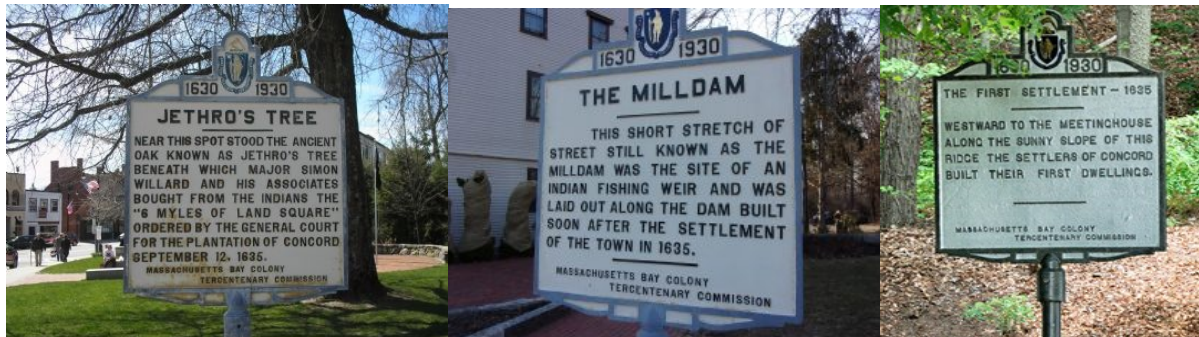
To the Concord Historical Commission and Members of the Concord Community,

One of the important goals of the DEI Commission is to increase cooperation, understanding, and dialog among residents of diverse cultural, religious, socio-economic, racial, and ethnic backgrounds, and to promote a sense of inclusion among all residents of the Town.

This year, the Commission will focus its efforts on supporting the BIPOC (Black, Indigenous, and People of Color) and LGBTQIA+ communities.

We have been made aware of the important work the Concord Historical Commission is doing to research and address the inaccurate and offensive signage that currently exist in town specifically related to indigenous members of our community, past, present and future.

As you are aware, these signs are offensive to the over 15,000 indigenous residents of our state and are perpetuating lies to the nearly 1 million visitors the town welcomes each year.



They perpetuate myths and stereotypes that were not true when they were erected in 1930 and are deeply offensive in the 21st century.

Today in 2023 we understand fully the harmful effect of this racist imagery, the hurtful lies and the perpetration of false narratives.

Currently, concerned members of the community, like yourselves, are working hard to begin the work of repair of these outdated cultural practices.

It is long past the time for Massachusetts and Concord to honor the true stories of the transition from the indigenous inhabitants of Musketequid to the English, who arrived and forced their way on the land.

As our country wrestles with a more complicated yet complete understanding of its past, places like Concord can be at the forefront of sharing a more accurate history with the public and with ourselves.

In the middle of a wider conversation about race, justice, the mistreatment of indigenous peoples, and the legacy of enslavement in the United States today, Concord must continue reckoning with its own part in that history.

Although we have much work yet to do, these first steps of removing some of the most offensive signage are crucial. At present, this signage still stands and inaccurately and offensively tells a story to visitors that is not true. Removing these signs is the first step at beginning the long process of reconciliation and atonement, for the unceded lands now known as Concord.

We applaud the work you are undertaking and please know that you have the full support of the Town of Concord's Diversity, Equity and Inclusion Commission in this endeavor. Please feel free to draw on our Commission as you pursue efforts to cause the Selectboard to understand the importance of the removal of this offensive signage.

Sincerely

**Town of Concord Diversity Equity and Inclusion Commission**

Joseph Palumbo Co-Chair  
Andrea Foncerrada Co- Chair  
Nancy Brown  
Rose Cratsley,  
Kirsten Hagerty  
Josh Lee  
Robert Munro  
Ji Orloff  
Jimi Two Feathers

Cc: Concord Select Board