

Our best wishes for a safe and happy holiday season.



We have so much good news to report!

Duxbury for All is a fast-growing group of concerned residents taking action to promote the cause of Diversity, Equity & Inclusion (DEI) in our area. We're 300+ strong and we're adding new members every month!

Thank you for the support you've given to Duxbury for All. Without your help, we wouldn't have been able to accomplish so much! As you can see by our actions, we're trying to weave DEI into our community so that "DEI" is not an add-on but rooted into the human condition, whether it involves professional activities, everyday human-to-human interactions, institutional practices, or structural

inequity.

Over the past 18 months, we were able, *together*, to:

- Host listening and reflection events via Zoom and in “backyard conversations”, for supporters and the wider community
- Co-sponsor town wide reads with the Duxbury Public Library
- Work with the Duxbury Select Board to issue a milestone pro-diversity, anti-discrimination proclamation
- Respond to the anti-Semitic football team incident
- March proudly in the 4th of July Parade
- Sponsor an evening of diverse classical music during the Duxbury Music Festival
- Support the Student Union’s summer Holocaust symposium
- Create a Duxbury for All website with a resource center that helps people educate themselves about DEI issues
- Support the Senior Center’s LGBTQ+ initiatives
- Run a Comedy Night event that raised more than \$8,000 to promote DEI education
- Promote the cause of DEI through frequent social media posts, Duxbury Clipper articles and letters to the editor
- Develop a database of our supporters to maximize their efforts and our impact
- Work with sister organizations on the South Shore and Cape Cod to promote local DEI initiatives and events
- Present the documentary “Etched in Glass”, the inspiring story of a holocaust survivor, at the Performing Arts Center
- Work with town leaders to plan a DEI summit that should take place in 2022
- Organize DARI (Duxbury Afghan Resettlement Initiative), which has recruited more than 50 volunteers and raised \$30,000+ to support an Afghan family now living with us here in Duxbury.



Duxbury Afghan Resettlement Initiative (DARI)

When the U.S. pulled out of Afghanistan in the late summer of 2021, tens of thousands of Afghans fled their country, many seeking asylum in the U.S., the nation they'd supported throughout the long war. Given the special relationship Duxbury has had with Afghanistan through our support of Razia Jan's Zebuli Education Center for girls in Deb'Subz, members of Duxbury for All felt that we should do our part to welcome at least one refugee family to our community. Beginning in late September, DARI (Duxbury Afghan Resettlement Initiative) was formed, resettlement partners were found, 50+ volunteers were recruited, more than \$30,000 was raised, and on December 6, 2021, an Afghan family with five children moved into a home we furnished for them in Duxbury.

"The family is warm, charming, beautiful, and very grateful." Says Karl Kunz, one of the organizers of DARI. "They're easy to like and the children now greet DARI volunteers with 'good mornings', 'hellos', and high fives. For most of us, this is one of the most rewarding experiences of our lives!"

You can read the full story of how we were able to do all this in just two and a half months [here](#).



DEI and Duxbury Schools

Caitlan Sheehan, the Duxbury School Department's DEI Coordinator, reports on recent DEI initiatives in our schools:

- Duxbury is a member of the Department of Elementary and Secondary Education's Teacher Diversification group.
- We now have a DEI Committee made up of nearly 40 teachers and parents.
- I just presented to our history and science departments on culturally responsive teaching. We're revising our teacher/principal evaluation rubrics to explicitly evaluate staff on their use of culturally responsive practices.
- Last year we had an anti-racism task force which has evolved into a working group of teachers and administrators who are working directly with Facing History and Ourselves.
- This fall, 50 students in grades 8-12 were trained via Campus Speaks using their "Elephants and Onions" program.
- We continue to support an AWOD program (A World of Difference) which celebrates and supports families who are navigating the journey of learning differences. This is a very popular program in schools throughout Massachusetts.
- I'm working hard on messaging that DEI is an integral part of teaching and learning, not an "other". DEI will be embedded in all that we do!
- I've received some inquiries regarding Critical Race Theory and social justice standards and have found success defusing their concerns.



Plans for 2022

At Duxbury for All, we seek opportunities to explore deeper, make meaning together, and find a mutual sense of understanding across differences. With this in mind, our Partnerships Task Force is planning a Zoom event on January 26th, from 7 to 9 pm, to hear input from other organizations in town to help us identify the DEI issues of most concern to the community. Based on this input, we'll plan our activities for the coming year around the concept of "Listen-Reflect-Act-Share".

Once our plans are in place for the year, we invite you to listen, reflect, act, and share *individually and together* on how we can live the principles of diversity, equity, and inclusion in our community.

Upcoming events in January



The Duxbury Rural & Historical Society is hosting a Zoom event featuring Public Historian Ken Turino, who will speak on how museums are becoming more inclusive by telling LGBTQ stories in their exhibits. To learn more, visit <https://duxburyhistory.org/events/entering-the-mainstream-interpreting-lgbtq-history/>

A dark red poster for the Biopic Book Club. At the top, the text "Biopic Book Club" is written in a white serif font. Below this, two book covers are displayed side-by-side: "ON THE BASIS OF SEX" by Janice Radway and "My Own Words" by Ruth Bader Ginsburg. Under the book covers, the event details are listed in white text: "Saturday, January 29th", "9am-12pm Merry Room", and "Screening with follow-up book and movie discussion. Baked goods provided!".

Biopic Book Club

ON THE BASIS OF SEX
My Own Words
RUTH BADER GINSBURG

Saturday, January 29th
9am-12pm Merry Room

Screening with follow-up book and movie discussion. Baked goods provided!

The Biopic Book Club will be hosting a film and book discussion on January 29th from 9 am to 12 pm in the Merry Room of the Duxbury Library. They will air the documentary *On the Basis of Sex*, about the life of Ruth Bader Ginsburg. Right after the screening, there will be a discussion of how the movie compared to RBG's autobiography, *My Own Words*, the book club pick for January. Registration is not required, but suggested. You can register [here](#).

Duxbury for All is a joint initiative of Duxbury Rotary and the Interfaith Council.

LISTEN

REFLECT

ACT

SHARE

[Sign me up!](#)