
Duxbury Rotary Club

*Diversity, Equity & Inclusion initiatives
Through February 2022*



2020

- *George Floyd murder + local hate speech = member call to action*
- *Public statement in Duxbury Clipper – signed by all Club members*
- *First “Listen – Reflect – Act” event – August*
- *Formation of “Prejudice Free Duxbury” in partnership with Duxbury Interfaith Council*
- *Expanding community presence*
- *Rotary Club membership rises from 16 to 22*



2021

- *“Can we talk?” public Zoom in reaction to January 6, 2021 Insurrection*
- *Town Select Board adopts DEI Proclamation drafted by PFD – February 1*
- *Member Survey and Strategic Planning review*

*New name: **Duxbury for All***

Adopted Vision

We are committed to ensuring that Duxbury is a safe and welcoming community that embraces Diversity, Equity, and Inclusion.

We see a time coming, where everyone, regardless of race, religion, class, ethnic origin or gender identification, feels safe and welcome in our community.

and Mission

Our mission is to act as a change agent to make this vision real. To that end, we will take on three complementary roles:

Educating ourselves and the public about the value of diversity, the unconscious bias that exists and the discrimination that results from it;

Bringing people, organizations and government together to implement policies and programs that effect change;

Promoting successes to assure support grows and our actions achieve our vision.



2021

- *New structure: Steering Committee with three Task Forces:*
 - Partnership = policy, local and regional collaboration*
 - Programs & events*
 - Communication*
- *High School Football Team – antisemitic play calls (March)*
 - Major local controversy brings national and international attention*
 - DfA works closely with schools; sponsors Holocaust symposium;*
 - addresses Select Board*
- *Expanded Town Select Board affirms DEI Proclamation and announces a Town-Wide Summit on DEI (proposed for Fall 2022)*



2021

- *Continuing activity:*

Town-wide reads in partnership with the Senior Center and

Duxbury Free Public Library

Public statement on Critical Race Theory

Backyard conversations

New website with expanding resource center

Regional collaboration – South Shore and Cape Cod

DfA supporter base exceeds 250

- *Major events hosted:*

Comedy Night raises \$8,000 for DfA scholarships and programming

Public screening of Holocaust documentary “Etched in Glass” – November



2021

- *Responding to the Afghan Refugee crisis*
 - *Building on Duxbury Rotary Club's foundational support for Razia Jan's Zebuli school for girls in Afghanistan, in Fall 2021 Duxbury for All creates DARI, working in partnership with established resettlement agencies: Catholic Charities and the Jewish Community Relations Council of Greater Boston.*
 - *DfA responds to local criticism of its resettlement efforts in town.*
 - *DARI raises more than \$40,000 from 160 supporters to provide for resettling a young family in Duxbury.*
 - *More than fifty volunteers come forward to support the housing, educational, health, employment, English language and transportation needs of the family, which arrives in early December.*
 - *The family is successfully housed; the father is employed locally; all family members have received a thorough medical and dental assessment; the pregnant mother is receiving pre-natal care in Boston; the children are attending Duxbury schools, and ESL classes are underway.*



2021

- *Year-end assessment*

- *DfA's supporter base is approaching 400, which is being tracked in a CRM database.*
- *Largely due to the visibility of DfA and DARI, **Duxbury Rotary Club membership has risen to 29.** The Club is now double its pre-pandemic size. Also, four of the Town Select Board members have agreed to become honorary members.*
- *DfA's Steering Committee numbers twelve, including seven Club members, with local educators and faith leaders.*
- *Since its formation in the Summer of 2020, DfA has grown significantly and taken on many tasks, but not always in a planned, methodical way.*
- *The Steering Committee decided it was time for a further Strategic Review to strengthen the organization and position it for 2022 and beyond.*



2022

- *The DfA Steering Committee has outlined the following projects for 2022:*

*A **Community Listening Event** is being hosted on March 2 at which other Community Based Organizations and Town Government will present their DEI accomplishments in 2021 and identify areas of concern. From this, DfA will identify two or three key areas of concern (-isms) and create a year-long program to understand and address each of them, using the “**Listen-Reflect-Act-Share**” rubric.*

*A **Regional DEI Meeting** is being hosted on March 29 at which DfA, Duxbury Schools and the Town Select Board will share their DEI experiences and accomplishments with other activist groups, towns and school administrators in SE Massachusetts. Duxbury appears unique, in that it has a Town Select Board committed to DEI within government and the community at large, a school department led by a new Superintendent supported by a DEI Director, and DfA representing a growing segment of the population.*



2022 REGIONAL DEI MEETING
ROAD MAP TO COLLECTIVE DEI

Join Duxbury Stakeholders for a discussion on how to position diversity, equity, and inclusion at the forefront of schools, the community, and town governance to build a coalition of support to successfully enact change. Find a trusted ally, invite that ally, and join us conveniently on Zoom the evening of Tuesday, March 29th.

SCHOOLS
Dr. Danielle Klingaman, Superintendents, Duxbury Public Schools
Caitlan Sheehan, Director of DEI, Duxbury Public Schools

COMMUNITY
Karen Wong, Duxbury for All Steering Committee
Sam Correia, Community Librarian, Duxbury Free Library

TOWN GOVERNANCE
Amy MacNab and Fernando Guitart, Duxbury Select Board

TUESDAY, MARCH 29
7 PM

REGISTRATION:
COMPLETE THE FORM BELOW TO
RECEIVE THE ZOOM LINK
[Register Here](#)

SOUTH SHORE - CARE FOR - AND BEYOND



2022

- *The DfA Steering Committee has outlined the following projects for 2022 (continued):*

*An adult learning program is being developed to consider **The 1619 Project**.*

This is expected to run over the course of next year or so, and will be professionally curated and moderated. We expect to partner with the Senior Center, Duxbury Public Library, Duxbury Rural & Historical Society, Duxbury Student Union and others in presenting this series.

- *In addition to its DfA activities, Duxbury Rotary Club is completing the District DEI Challenge; it has completed a DEI survey of its members and plans to appoint a DEI Chair to ensure that the Club continues to diversify and is welcoming to all members.*



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