



AGO Organization Development & Inclusion /  
Diversity, Equity, and Inclusion Committee Newsletter

[ May 25, 2020 – December 31, 2021 ]



Diversity, Equity, and Inclusion Committee Leadership

**Chief of Organization Development & Inclusion April English**

*Co-Chair, NRD Program Manager Amane AbdelJaber*

*Co-Chair, CADLAW AAG Kim Parr*

[ *Newsletter created by* ]

**Organization Development & Inclusion Coordinator Ash Cantrell**



## 'New Day's Lyric' by Amanda Gorman

"May this be the day  
We come together.  
Mourning, we come to mend,  
Withered, we come to weather,  
Torn, we come to tend,  
Battered, we come to better.  
Tethered by this year of yearning,  
We are learning  
That though we weren't ready for this,  
We have been readied by it.  
We steadily vow that no matter  
How we are weighed down,  
We must always pave a way forward.

This hope is our door, our portal.  
Even if we never get back to normal,  
Someday we can venture beyond it,  
To leave the known and take the first steps.  
So let us not return to what was normal,  
But reach toward what is next.

What was cursed, we will cure.  
What was plagued, we will prove pure.  
Where we tend to argue, we will try to agree,  
Those fortunes we forswore, now the future we foresee,  
Where we weren't aware, we're now awake;  
Those moments we missed  
Are now these moments we make,  
The moments we meet,  
And our hearts, once all together beaten,  
Now all together beat.

Come, look up with kindness yet,  
For even solace can be sourced from sorrow.  
We remember, not just for the sake of yesterday,  
But to take on tomorrow.

We heed this old spirit,  
In a new day's lyric,  
In our hearts, we hear it:  
For auld lang syne, my dear,  
For auld lang syne.  
Be bold, sang Time this year,  
Be bold, sang Time,  
For when you honor yesterday,  
Tomorrow ye will find.  
Know what we've fought  
Need not be forgotten nor for none.  
It defines us, binds us as one,  
Come over, join this day just begun.  
For wherever we come together,  
We will forever overcome."





### The AGO Honors Black Lives [ Spring 2020 ]

The AGO held three “Open and Honest Conversations” led by **Chief of Organization Development & Inclusion April English**, **MFD Managing Attorney Greg Matthews**, and former colleagues from the Office, in support of our Black community. The discussions began in response to the murder of George Floyd, systemic racism, and supporting the Black Lives Matter Movement. The first conversation was held on *May 28, 2020*, the second on *June 4, 2020*, and the third on *July 2, 2020*.

**AGO Weekly Round Up**  
May 29, 2020



George Floyd. Breonna Taylor. Ahmaud Arbery. Christian Cooper.

**AGO Weekly Round Up**  
June 5, 2020



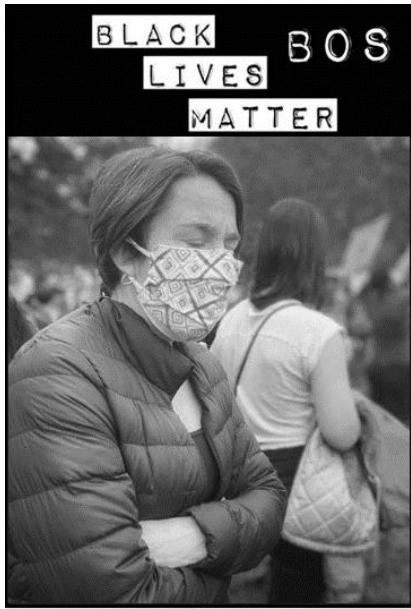
In the AGO Weekly Roundup, George Floyd, Breonna Taylor, Ahmaud Arbery, and Christian Cooper were all honored. Breonna Taylor was again highlighted in honor of her 27<sup>th</sup> birthday.



On May 26, 2020, Chief of Organization Development & Diversity April English was a speaker at the Boston Bar Association’s ‘Practicing Inclusivity While Working Remotely: How are Organizations Maintaining and Advancing D&I Initiatives During a Pandemic?’ panel. View the recording [here](#).



## The AGO Supports Black Lives [ Spring 2020 ]



**AG Healey** marched in Franklin Park with colleagues to support Black Lives Matter.

On June 2, 2020, **AG Healey** spoke before the Greater Boston Chamber of Commerce at the **Government Affairs Forum** about the work we've done as an office, and our partnership with the business community to make positive change. In addition, AG Healey discussed the disparities against Black and Brown people, the killing of George Floyd, addressing systemic racism, and the responsibility of white people to do more. View the recording, [here](#).



On June 4, 2020, staff around the Office took a moment of silence for eight minutes and forty-six seconds in honor of George Floyd, representing the time we believed the officer had his knee on Floyd's neck. Almost a year later during trial, it was disclosed that Floyd had been tortured for a total of nine minutes and twenty-nine seconds.



Wearing a "TRAYVON" hoodie in honor of Trayvon Martin, **Chief of Organization Development & Inclusion April English**, **PPAB Bureau Chief Cyndi Mark**, and **Former Chief Deputy Attorney General Joanna Lydgate** attended a Black Lives Matter rally in Cambridge, MA.





## The AGO Amplifies Black Voices [ Spring 2020 ]



**“Racism isn’t born ...it’s taught.”**

Human Resources Coordinator LaTanya Gray shared the above photo and caption.



On June 5, 2020, Chief of Organization Development & Inclusion April English attended Northeastern University's 'Black Lives Matter, Black Voices Matter Discussion' cohosted by the Northeastern Black Student Organizations, about the current climate of the Black community and how we can do our part.



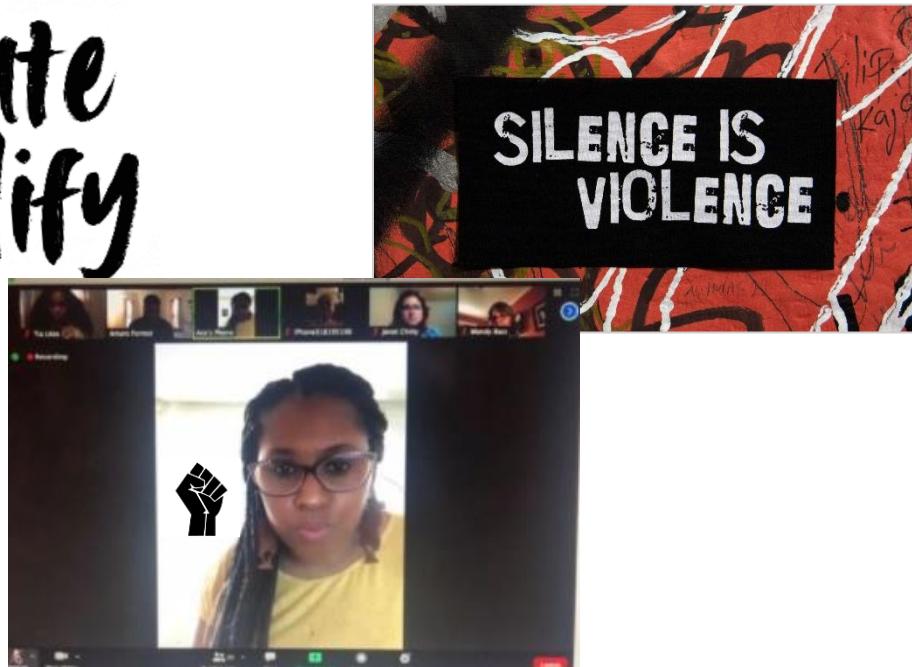
On June 11, 2020, **AG Healey** participated in #ShareTheMicNow, a nationwide campaign to give white women's (social media) platforms over to Black women. Allison Feaster (left) took over the AG's Instagram account, but her vision, voice, and values were too beautiful to let fade away after 24 hours. Allison is the Director of Player Development for the Boston Celtics.



## The AGO Uplifts Equity in the Community [ Summer 2020 ]

Former Trial Division Intern Rosa Kim published an article titled “All Hands on Deck: Silence is Violence” regarding the Black Lives Matter Movement, and calls for change around systemic racism. Read the article, [here](#).

elevate  
& amplify



### NAVIGATING ACADEMIA WHILE UNAPOLOGETICALLY BLACK

On June 22, 2020, Chief of Organization Development & Inclusion April English was a speaker at the Helen Y. Davis Leadership Academy’s ‘Survival Toolkit Series’ for DLA scholars. The program helped students unpack societal issues and provided insight on “navigating while Black” during the college experience.

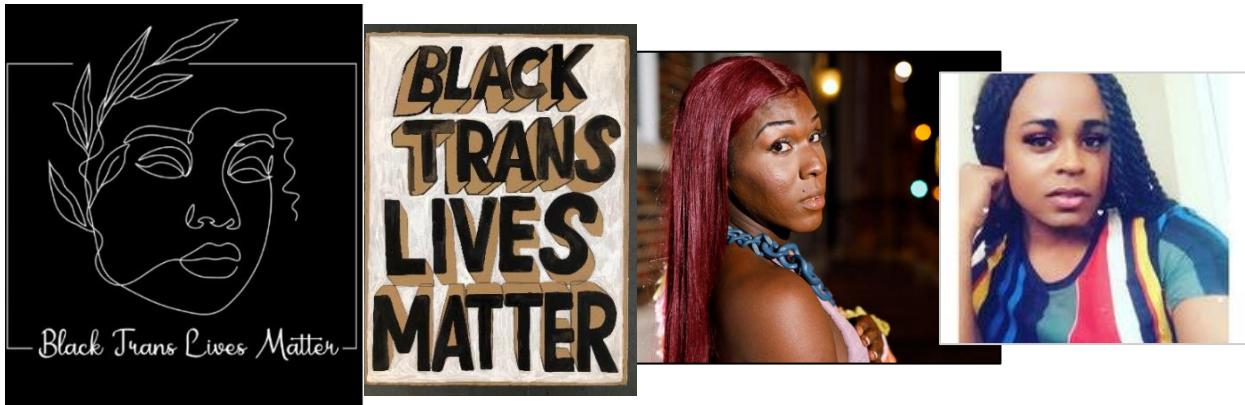
Then on June 26, 2020, Chief of Organization Development & Inclusion April English attended YW Boston’s ‘Leading with Empathy in the Workplace: Delivering on the Goal of “Bringing Your Whole Self to Work.’ The panelists discussed ways to prioritize equitable and inclusive outcomes in COVID-19 workplace reopening plans, and opportunities to address systemic inequities. View the recording, [here](#).





### The AGO Celebrates Pride [ Spring 2020 ]

In June of 2020, the **Diversity, Equity, and Inclusion Committee** recognized Pride Month virtually. Just a few days after the murder of George Floyd, the Committee focused on the intersection of Black and Brown lives with the LGBTQ2IA+ community.



#BlackTransLivesMatter #RestInPower

On June 9, 2020, Chief of Organization Development & Inclusion April English attended 'LGBTQ Voices to Combat Racial Violence,' a virtual town hall presented by Equality Florida in response to the rash of attacks that have claimed Black lives. Watch the town hall, [here](#).

Also on that day, members of the **Diversity, Equity, and Inclusion Committee** attended 'LGBTQ+ Community Dismantling White Supremacy,' a webinar about how white people can work towards racial justice in and beyond the LGBTQ community. The webinar was presented by GLAD (GLBTQ Legal Advocates and Defenders), a non-profit legal rights organization based in Boston. View the webinar, [here](#)

The **Diversity, Equity, and Inclusion Committee** led a debrief and reflection discussion on the webinar the following day, on June 10, 2020.





## The AGO Continues the Pride Celebration [ Summer 2020 ]

“My message today is for our LGBTQ youth. **Be proud of who you are.** Do not let someone tell you that you aren’t important. **You are.**” – Marcony Almeida-Barros



**CED Director Marcony Almeida-Barros** spoke at the city of Everett’s first pride flag raising ceremony on June 22, 2020, as the city’s first openly gay elected official. Watch the ceremony, [here](#).



On June 24, 2020, Chief of Organization Development & Inclusion April English was a panelist at WilmerHale’s LGBT Pride Month Panel. The panel highlighted the correlations between the HIV/Aids epidemic in the 1980’s, the Covid-19 pandemic, and the Black Lives Matter Movement.

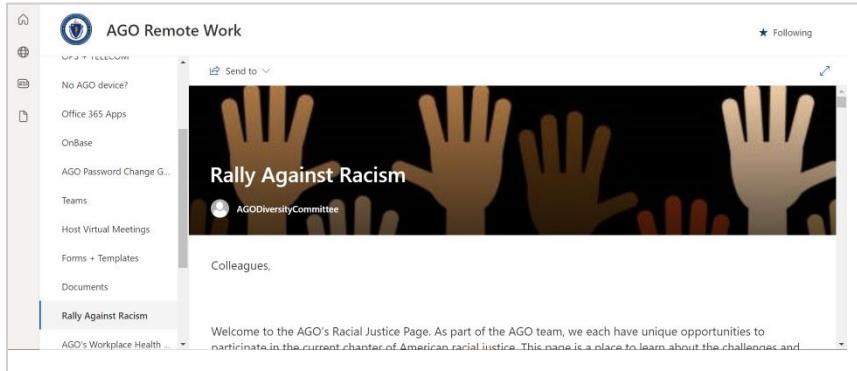


On June 26, 2020, the **Diversity, Equity, and Inclusion Committee** led a discussion on the works of Porsha Olayiwola, a Black, futurist, poet, hip-hop feminist, womanist, and resident of Boston. Olayiwola is a writer, performer, educator, and curator who uses afro-futurism and surrealism to examine historical and current issues in the Black, woman, and queer diasporas.





**Organization Development & Inclusion, and the Diversity, Equity, and Inclusion Committee Collaborate to Develop New Office-wide Racial Justice and Equity Initiatives [ Summer 2020 ]**



In July of 2020, the **Diversity, Equity, and Inclusion Committee** launched the AGO's Racial Justice Share Point Page. The page is a place to learn about the challenges and contribute to the possibilities involved in our shared and individual roles in racial justice efforts. Visit the page, [here](#).

**RACE MATTERS**  
Book Club

Dear Colleagues,

As promised, I am pleased to announce the launch of our **Race Matters Book Club**. The goal of this group is to create a welcoming, constructive and productive space for learning about racial injustice so that we may contribute to undoing it and to creating a more just, equitable society for all.



OUR LIVES  
BEGIN TO END  
THE DAY WE BECOME  
SILENT  
ABOUT THINGS THAT  
MATTER  
—MLK Jr.



So you  
want  
to talk  
about  
race  
Ijeoma

Regardless of your familiarity with vocabulary, concepts, history, and best practices involved in exploring and pursuing racial and social justice, we invite you to take this opportunity to talk openly and consistently about how and why race matters. We hope you consider participating in our upcoming discussions.

If you are interested in participating, please begin reading 'So You Want to Talk About Race' by Ijeoma Oluo. We will then have an open and honest conversation on **Wednesday, August 19<sup>th</sup> at noon**.

Additionally, the Diversity & Inclusion Leadership Team has created an [AGO Racial Justice Share Point Page](#) where you will find suggested podcasts, the latest YouTube conversations, a Kid's Segment, Social Media feeds, recommended articles and books and an opportunity for colleagues to comment or suggest future material. We hope these resources can inform our collective and individual efforts towards racial equity. Please contact Amane AbdelJaber, Kim Parr or myself with any questions.

We Appreciate You!  
April English

Chief of Organization Development & Inclusion April English launched the 'Race Matters Book Club' to create a welcoming, constructive, and productive space for learning about racial injustice so that we may contribute to undoing it, and to create a more just, equitable society for all.

**"IN SPITE OF THE TENSIONS AND UNCERTAINTIES OF OUR AGE SOMETHING PROFOUNDLY MEANINGFUL HAS BEGUN."**

**OLD SYSTEMS OF EXPLOITATION AND OPPRESSION ARE PASSING AWAY AND NEW SYSTEMS OF JUSTICE AND EQUALITY ARE BEING BORN.**

**IN A REAL SENSE OURS IS A GREAT TIME IN WHICH TO BE ALIVE.**

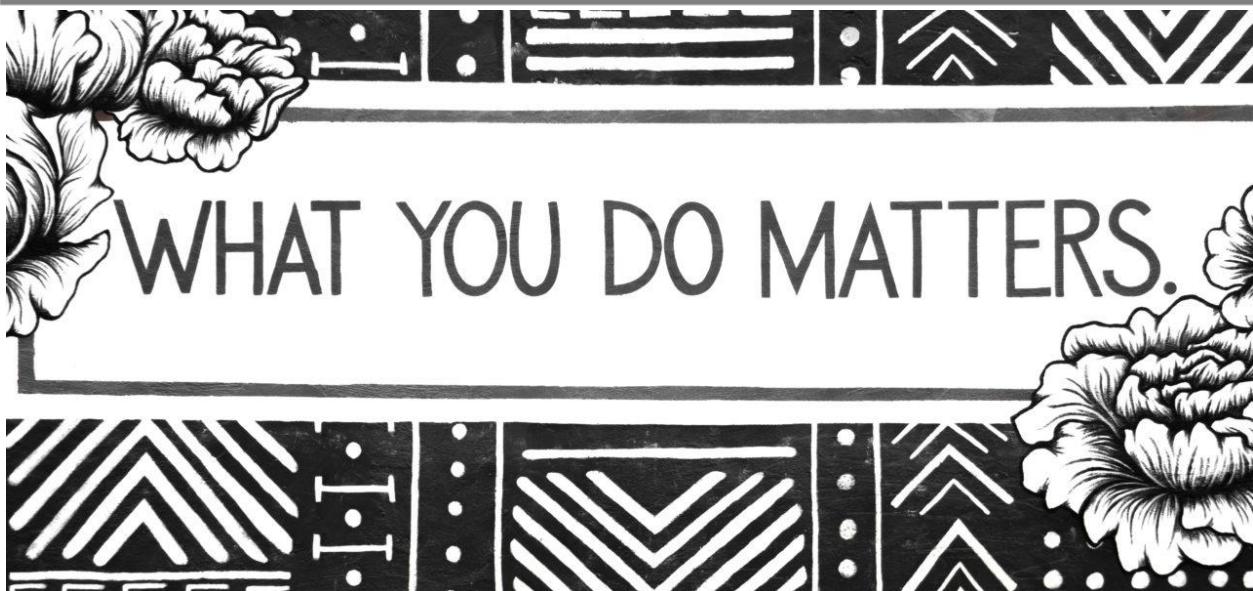
**THEREFORE, I AM NOT YET DISCOURAGED ABOUT THE FUTURE.**

**GRANTED THAT THE EASYGOING OPTIMISM OF YESTERDAY IS IMPOSSIBLE.**

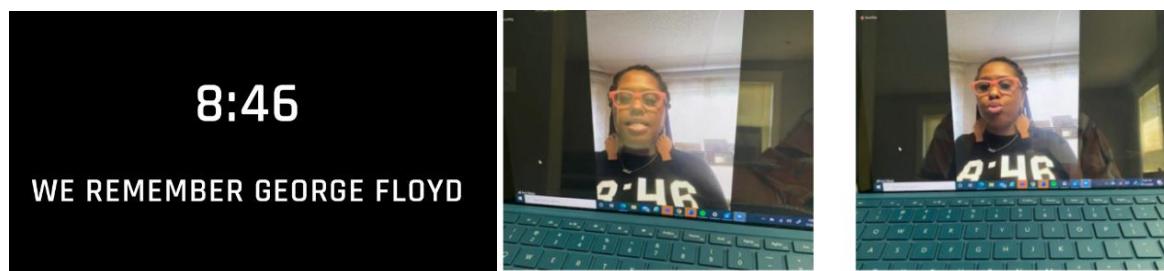
**GRANTED THAT WE FACE A WORLD CRISIS WHICH OFTEN LEAVES US STANDING AMID THE SURGING MURMUR OF LIFE'S RESTLESS SEA.**

**BUT EVERY CRISIS HAS BOTH ITS DANGERS AND ITS OPPURTUNITIES."**

**- DR. MARTIN LUTHER KING JR.**



### Organization Development & Inclusion Events [ Summer 2020 ]



On July 15, 2020, Chief of Organization Development & Inclusion April English presented on “How to be a Helpful Ally in the Fight for Diversity, Equity, and Inclusion” at Sullivan Worcester Law Firm to over 100 staff and partners in the Massachusetts and New York offices. In honor of George Floyd, Chief English wore a sweatshirt stating ‘8:46.’



On July 29, 2020, a panel of experienced attorneys including **CRD Deputy Division Chief Shafaq Islam** and **Criminal Bureau Chief Gina Kwon**, provided helpful insight to law students on a variety of topics faced when starting a legal career that are not taught in law school. The panel was moderated by **Chief of Organization Development & Inclusion April English**.

Also, on July 29, 2020, Chief of Organization Development & Inclusion April English presented a DEI Hiring Practices Training to the Volunteers Lawyers Project on our hiring practices and ways to eliminate bias through the process.



# REMEMBERING JOHN LEWIS



mass\_ago It's hard to find the words to capture the magnitude of this loss.

John Lewis was a youth activist. He was brave. He was a movement builder. He dedicated his life to making good trouble, and we must follow his example. Rest in power.



## The AGO Reflects on the Life and Legacy of Congressman John Robert Lewis #RestInPower [ Summer 2020 ]

On July 17, 2020, we lost civil rights leader and activist, Congressman John Robert Lewis, who was honored by the Office and featured in the AGO Weekly Roundup. As he was dying, Congressman Lewis wrote one final, beautiful essay. See a passage from the essay below, and view the full essay, [here](#).



*“While my time here has now come to an end, I want you to know that in the last days and hours of my life you inspired me. You filled me with hope about the next chapter of the great American story when you used your power to make a difference in our society. Millions of people motivated simply by human compassion laid down the burdens of division. Around the country and the world you set aside race, class, age, language and nationality to demand respect for human dignity.*

*That is why I had to visit Black Lives Matter Plaza in Washington, though I was admitted to the hospital the following day. I just had to see and feel it for myself that, after many years of silent witness, the truth is still marching on.*

*Emmett Till was my George Floyd. He was my Rayshard Brooks, Sandra Bland and Breonna Taylor. He was 14 when he was killed, and I was only 15 years old at the time. I will never ever forget the moment when it became so clear that he could easily have been me. In those days, fear constrained us like an imaginary prison, and troubling thoughts of potential brutality committed for no understandable reason were the bars.*

*Though I was surrounded by two loving parents, plenty of brothers, sisters and cousins, their love could not protect me from the unholy oppression waiting just outside that family circle. Unchecked, unrestrained violence and government-sanctioned terror had the power to turn a simple stroll to the store for some Skittles or an innocent morning jog down a lonesome country road into a nightmare. If we are to survive as one unified nation, we must discover what so readily takes root in our hearts that could rob Mother Emanuel Church in South Carolina of her brightest and best, shoot unwitting concertgoers in Las Vegas and choke to death the hopes and dreams of a gifted violinist like Elijah McClain.”*



## The Diversity, Equity, and Inclusion Committee recognizes Black August [ Summer 2020 ]

In August of 2020, the **Diversity, Equity, and Inclusion Committee** recognized the month as Black August. Throughout the month the Committee also promoted local Black-owned business to support. Additionally, the Committee recognized the 55<sup>th</sup> anniversary of the Voting Rights Act, and the 57<sup>th</sup> anniversary of Dr. Martin Luther King Jr.'s 'I Have a Dream' Speech. Also recognized was Jacob Blake, who was paralyzed after being shot by police in Kenosha, Wisconsin.

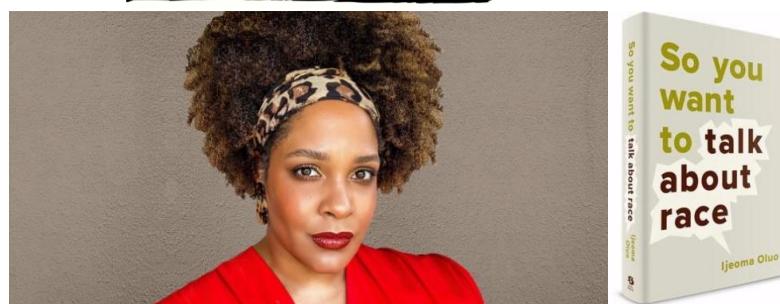
"To be an antiracist is a radical choice in the face of this history, requiring a radical reorientation of our consciousness."

Ibram X. Kendi

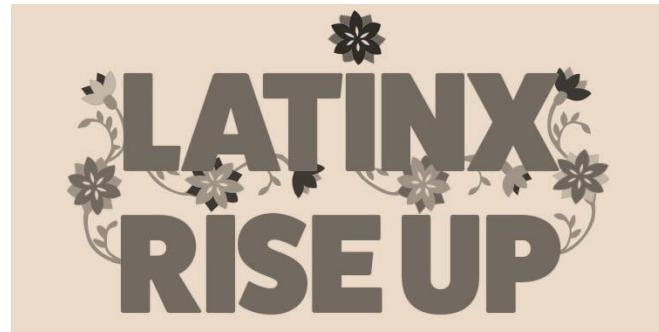
Chief of Organization Development & Inclusion April English attended virtual conversation series, 'WHAT NOW: An Antiracist Teach-In,' featuring dialogue between Dr. Ibram X. Kendi and other prominent thought leaders. The series was held from August 16-19, 2020.

On August 18, 2020, Chief of Organization Development & Inclusion April English was a panelist at Boston College School of Law's 'Diversity in the Legal Profession' Panel. Chief English spoke of overcoming adversity, identity in the workplace, diversity in the legal profession, and what it means to be actively anti-racist.

RACE MATTERS  
Book Club



On August 19, 2020, Chief of Organization Development & Inclusion April English led the **first** Race Matters Book Club discussion on, 'So You Want to Talk About Race?' by Ijeoma Oluo.



### [ Sumer / Fall 2020 ]

From *September 15 – October 15* of 2020, the **Diversity, Equity, and Inclusion Committee** celebrated Latinx/Hispanic Heritage Month by highlighting civil rights activists of the Latinx community, the arts, and dance.

### ZUMBA



As part of the celebration, the DEI Committee's Community Outreach and Education Subcommittee Co-Chair, **CED Outreach Director Yarlennys Villaman** hosted a virtual Zumba event with instructor Diana Zalaquett (pictured above).

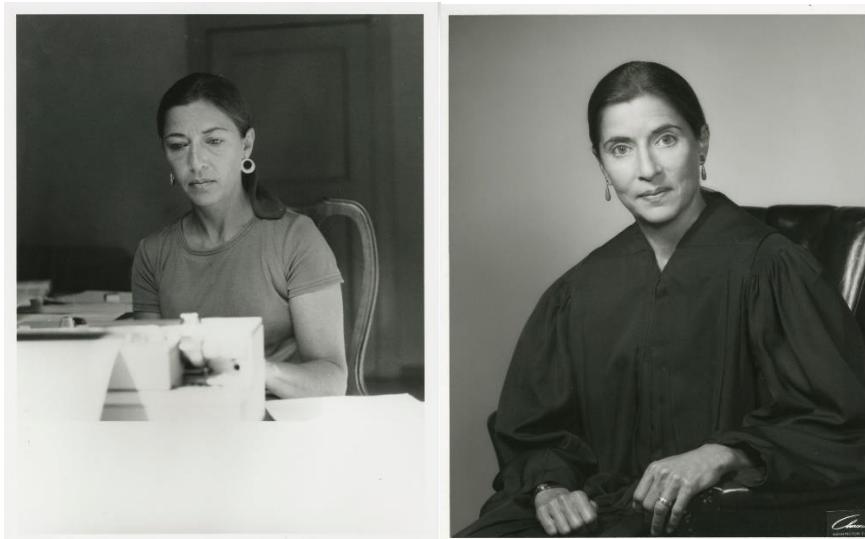


On *September 18, 2020*, Chief of Organization Development & Inclusion April English was a panelist in 'Boston Perspectives: Intergenerational Women in Movement Perspectives Roundtable' as part of NAACP Boston's 111<sup>th</sup> National Convention. The panel discussed the role of women in the fight for racial equality in all aspects of society.



## The AGO Honors Supreme Court Justice Ruth Bader Ginsburg #RestInPower [ Summer / Fall 2020 ]

On September 18, 2020, we lost women's and civil rights activist Supreme Court Justice Ruth Bader Ginsburg. As a driving force for gender equality, even in death, Ruth Bader Ginsburg continued making history as the first woman to lie in state in the U.S. Capitol.



"May her memory be a blessing, **tomorrow we fight in her honor.**" – AG Healey



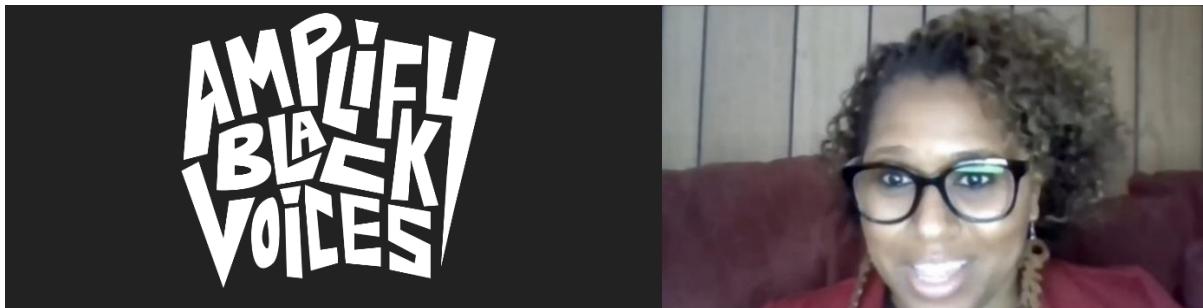
In October of 2020, the **Diversity, Equity, and Inclusion Committee** recognized the 75<sup>th</sup> National Disability Employment Awareness Month (NDEAM), and 30 years of the Americans with Disabilities Act (ADA), with a special focus on Chief Justice Ginsburg for her contributions to the disability community.



## The AGO Continues to Rise [ Fall 2020 ]



**AG Healey** was the keynote speaker for 'Rising to the Challenge Together,' the Women Elected Municipal Officials' (WEMO) Leadership Conference on *October 16, 2020*. The conference addressed using technology to govern and build community, and promoting race, equity, and inclusion in the community. View the recording, [here](#).



On *October 19, 2020*, Chief of Organization Development & Inclusion April English moderated a panel hosted by the Boston Bar Association as part of their second 'Amplifying Unheard Voices Series,' focusing on uplifting the voices of Black women leaders. Watch the recording of the panel [here](#).



On *October 23, 2020*, Chief of Organization Development & Inclusion April English led the second Race Matters Book Club discussion on 'Stamped: Racism, Antiracism, and You,' by Dr. Ibram X. Kendi and Jason Reynolds, a remix of the National Book Award-winning 'Stamped from the Beginning.'

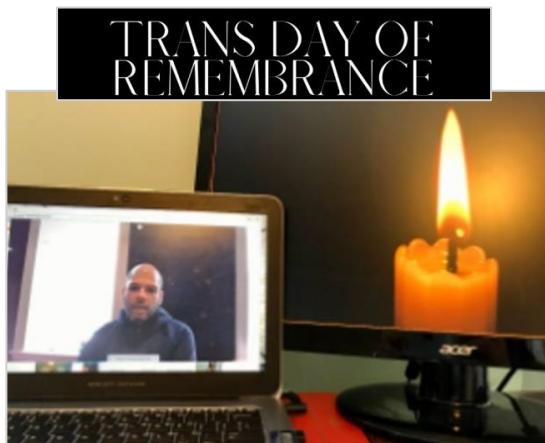


### [ Fall / Winter 2020 ]

In November of 2020, the **Diversity, Equity, and Inclusion Committee** celebrated Native American Heritage Month and highlighted Native Americans in government, past and present.

On November 16, 2020, **AG Healey** along with a panel of frontline health care providers and health equity leaders gave remarks at a virtual launch event of our **Health Care Team's** report, 'Building Toward Racial Justice and Equity in Health: A Call to Action.'

#### BUILDING TOWARD RACIAL JUSTICE AND EQUITY IN HEALTH: A CALL TO ACTION



The **Diversity, Equity, and Inclusion Committee** held its annual vigil for Trans Day of Remembrance on November 20, 2020. Three hundred and fifty individuals were honored, many from Latin American countries where anti-Trans violence is disproportionately high. View the list, [here](#). CRD AAG David Ureña, CED Director Marcony Almeida-Barros, and Former CPD AAG Sarah Petrie lent their voices.

In the words of one participant, the vigil was...

**“...powerful, heartbreaking, infuriating, important.”**

### Organization & Development Events

On December 7, 2020, Chief of Organization Development & Inclusion April English attended The Partnership, Inc.'s Annual Meeting and Class Culmination, to celebrate those who have shown strength and resilience throughout the year while uniting Boston's professionals of color and the corporate world.

Then on December 8, 2020, Chief of Organization Development & Inclusion April English presented on a panel hosted by the Mass Bar Association in collaboration with Lawyers Concerned for Lawyers on managing stress and anxiety as part of a series on lawyer resiliency.



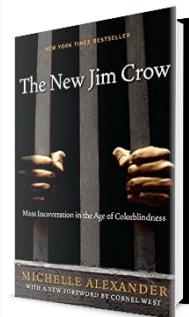
### The AGO Honors the Legacy of Dr. Martin Luther King Jr. [ Winter 2021 ]

On January 10, 2021, AG Healey spoke at the Twelfth Baptist Church's convocation in honor of Dr. Martin Luther King Jr. The church was the spiritual "home" of MLK while he attended Boston University.



In the AGO Weekly Roundup, the Office honored Dr. Martin Luther King Jr., and the following week, Vice President Kamala Harris as the first Black, South Asian, female Vice President of the United States. Also highlighted was 'The Hill We Climb,' written by 22-year-old activist Amanda Gorman, which she read during President Joe Biden's inauguration. Watch the reading of the poem, [here](#).

#### RACE MATTERS Book Club



On January 22, 2021, Chief of Organization Development & Inclusion April English led the [third](#) Race Matters Book Club discussion on 'The New Jim Crow: Mass Incarceration in the Age of Colorblindness' by Michelle Alexander.



# BLACK HISTORY MONTH

## The Diversity, Equity, and Inclusion Committee Celebrates Black History Month [ Winter 2021 ]

During Black History Month, the **Diversity, Equity, and Inclusion Committee** sent out weekly emails highlighting the Black family, Black hair, Black voting rights, and Historically Black Colleges and Universities (HBCU). Several colleagues were featured in a '[HBCU Pride Slideshow](#)' and a '[We are Family Slideshow](#)' of what the Black family means to the AGO.



**HBCU Timeline: 1837 to 1870**  
A brief history of Historically Black colleges and universities.



**HBCU Timeline: 1870 to 1970**  
Historically black colleges and universities in the 20th century.



**Dr. Martin Luther King Jr. in 1940**  
In September 1940 at the young age of 15, Dr. Martin Luther King Jr. began his studies at the all-black historically black college, Morehouse College, in Atlanta, Georgia, along with his father, Dr. Martin Luther King Sr., and his maternal grandfather, A.D. Williams. King graduated from Morehouse with a Bachelor of Arts in sociology in 1948 at 18.



**James Chaney**  
James Chaney (1943-1964) was an activist during the Civil Rights Movement, fighting for voting rights for African Americans. He joined the Congress of Racial Equality (CORE) in 1963 and was part of a campaign for voter registration and desegregation in Mississippi. In June 1964, Chaney, Andrew Goodman and Michael Schwerner were murdered while working to register voters in Mississippi. The following year saw the passage of the Voting Rights Act.



**African American Roots**  
Read about the [African American Roots](#) on the right side of the slide.



**Creating a Respectful and Open World for Girls**  
Read about the [Creating a Respectful and Open World for Girls](#) on the right side of the slide.

### “It takes a village to raise a child.” – African Proverb

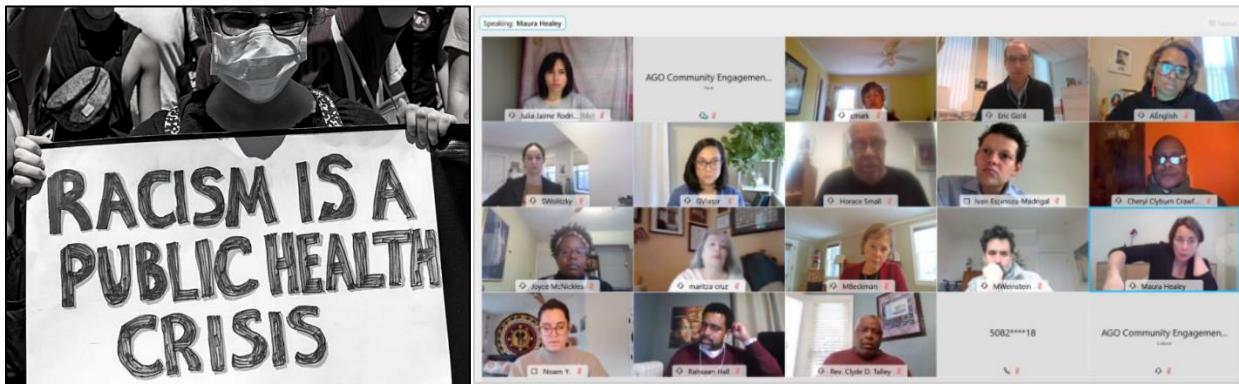
“What does the ‘Black Family’ mean to the Black/African Diaspora...? “It takes a village to raise a child!” This is a famous African proverb that originated from the Nigerian Igbo culture and proverb ‘**Oran a azu nwa**,’ which means it takes a community or village to raise a child. The Igbo’s also name their children ‘Nwa ora’ which means child of the community. The same sentiment is echoed in proverbs of various other African cultures, such as the Swahili proverb “**One hand does not nurse a child,**” the Sudanese proverb “**A child is a child of everyone**” and the Tanzanian proverb “**One knee does not bring up a child.**”

The Black family is our **pride**, our **joy**, our **heritage**, and our **legacy**. During Slavery, Black families were ripped from one another by slave owners. Children were taken from their mothers and sold to slave owners. Women were taken from their families and used to breastfeed their slave owner’s babies or raped to please the yearnings of their slave owners. Enslaved Black Women were experimented on by J. Marion Simms who is considered the father of gynecology. Simms would experiment on enslaved Black women without anesthesia or consent, removing their uterus and ovaries. Enslaved Black men were sold from one slave owner to the next, stolen from their families. We weren’t even considered human but instead 3/5 a person. As a people who have survived the true horrors of America, the Black Family means everything to each and every one of us. Family is **community, village, and love. We are family.**”



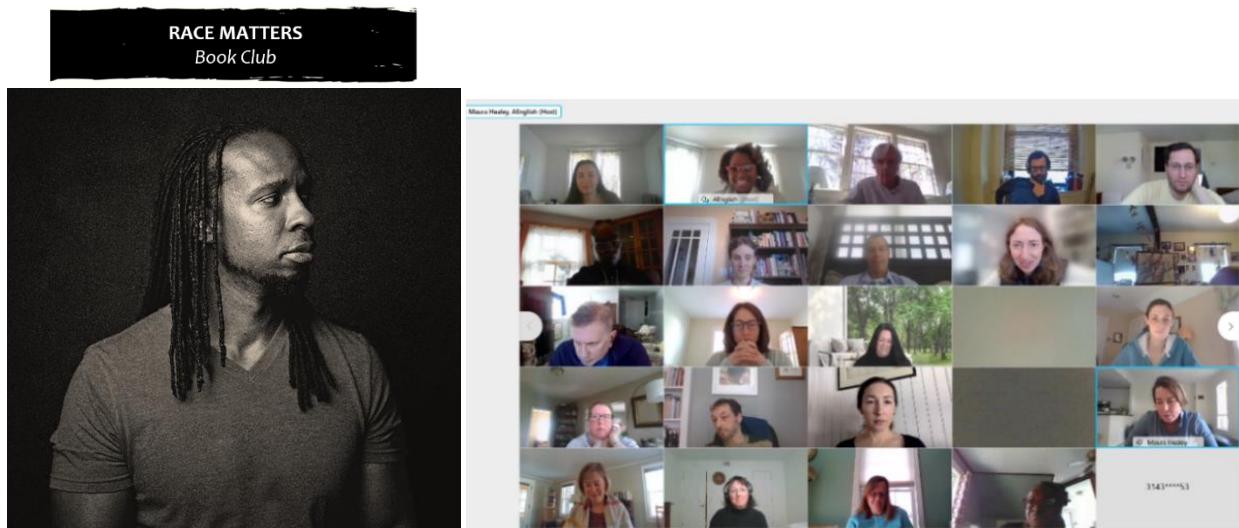


### Black History Month Continued [ Winter 2021 ]

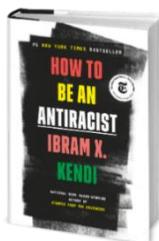


The Office hosted the AG's Advisory Council on Racial Justice and Equity on *February 3, 2021*, and discussed issues of vaccine distribution, promoting health equity, and protecting residents of marginalized communities against evictions.

On *February 23, 2021*, Deputy Legal Director of Voting Rights of Southern Poverty Law Center, Nancy Abudu, joined us virtually for a conversation on voting rights. The presentation focused on the legal work Nancy is doing to help Americans find their voice through voting, and the importance of getting ALL citizens to exercise their right to vote, especially Black voters. The event was organized by **CADLAW AAG LaRonica Lightfoot**.

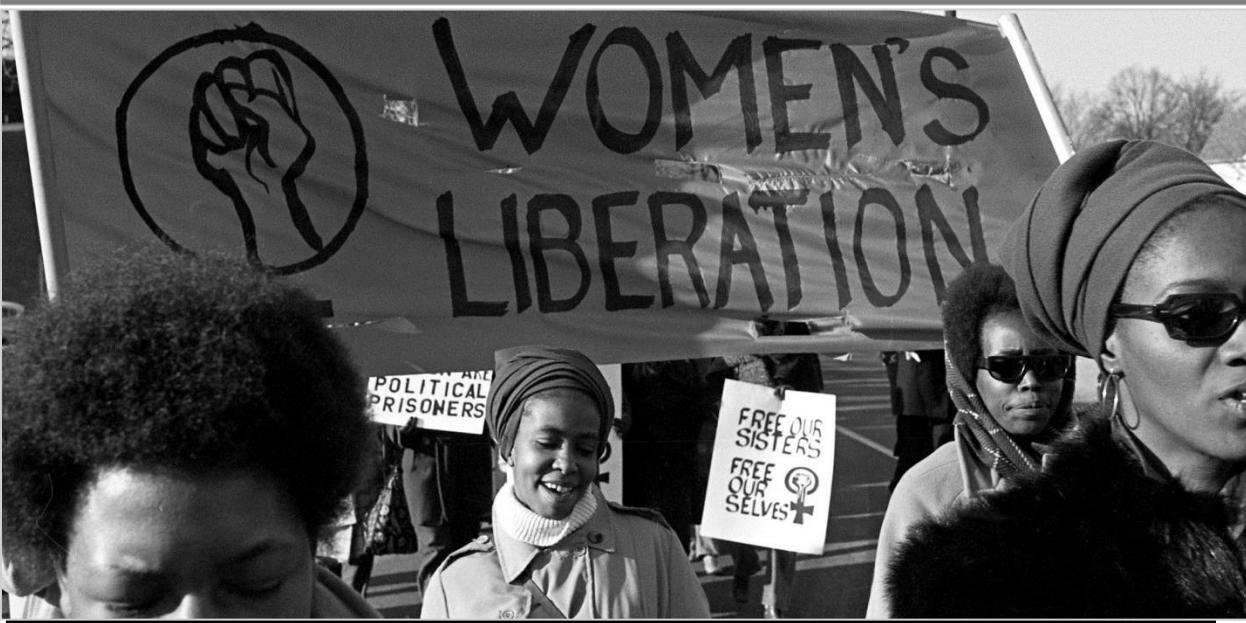


On *February 25, 2021*, Chief of Organizational Development & Inclusion April English led the **fourth** Race Matters Book Club discussion on 'How to be an Antiracist' by Dr. Ibram X. Kendi. Staff shared passages from the book and spoke about their own experiences with racism and privilege.



*"The heartbeat of racism is denial and the sound of that heartbeat is 'I'm not racist'"*

- Dr. Ibram X. Kendi



I choose to re-appropriate the term "feminism," to focus on the fact that to be "feminist" in any authentic sense of the term is to want for all people, female and male, liberation from sexist role patters, domination, and oppression. - bell hooks

### The Diversity, Equity, and Inclusion Committee Celebrates Women's Herstory Month [ Winter 2021 ]

## HERstory

"HERstory" is a term for history written from a feminist perspective and emphasizing the role of women or told from a woman's point of view. It originated as an alteration of the word "history," as part of a feminist critique of conventional histography, which is traditionally written as "his story," i.e., from the male point of view. The principle aim of herstory is to bring women out of obscurity from the historical record."

For Women's History Month, or HERstory Month, the **Diversity, Equity, and Inclusion Committee** sent out weekly emails highlighting women of the AANHPI community, women of the disability community, women of the LGBTQ2IA+ community, and women who dedicated their work to women's rights. The Committee also recognized the countless contributions of Supreme Court Justice Ruth Bader Ginsburg to women everywhere.



### *Herstory Continued [ Winter 2021 ]*



In March of 2021, Get Konnected! released its annual list of '150+ of Boston's Most Impactful Black Women' to celebrate, document, validate, and amplify Black women in the community. Honorees included Former Grand Jury Director Rontear Farmer, Former Director of Scheduling Annaise Foureau, and Chief of Organizational Development & Inclusion April English. View the full list of honorees [here](#).



i still,  
i rise

"We will forever be inspired and empowered by Attorney English's powerful message of resilience and rising in the face of adversity!" – **Girl Up**



On March 14, 2021, Chief of Organization Development & Inclusion April English was a keynote speaker at the 6<sup>th</sup> Annual Girl Up Greater Boston Coalition Summit and read "Still I Rise" by Maya Angelou. Girl Up is a global movement of empowered young women leaders who defend gender equality. View the recording, [here](#).



## Herstory Continued [ Winter 2021 ]



### Diversity Equity and Inclusion Committee



Deb Haaland, a member of New Mexico's Laguna Pueblo, has become the first Native American Cabinet secretary this past week. The position that Haaland takes on is considered one of the most symbolic moments in US history. In America's past, the Interior Department was often used as a tool of oppression against America's Indigenous peoples [Read More...](#)

On March 15, 2021, Deb Haaland was confirmed as the first Native American Cabinet secretary in U.S. history and wore a traditional skirt to her swearing-in ceremony. The **Diversity, Equity, and Inclusion Committee** recognized this milestone for the Indigenous community in the AGO Weekly Roundup.



We held an important Gender Bias/Discrimination Training on March 16, 2021. The conversation was led by **GOVT Deputy Bureau Chief Anne Sterman**, **TRL Deputy Division Chief Anne McLaughlin**, **CADLAW AAG Jennifer Greaney**, **TRL Division Chief Liza Tran**, and **Chief of Organization Development & Inclusion April English**.



On March 17, 2021, **AG Healey** joined NBC Boston's Kwani Lunis to discuss a variety of topics including the importance of women in the legal field and our office's racial justice work. The interview was for the Women's History Month edition of Kwani's series "10 Questions with NBC." View the recording, [here](#).

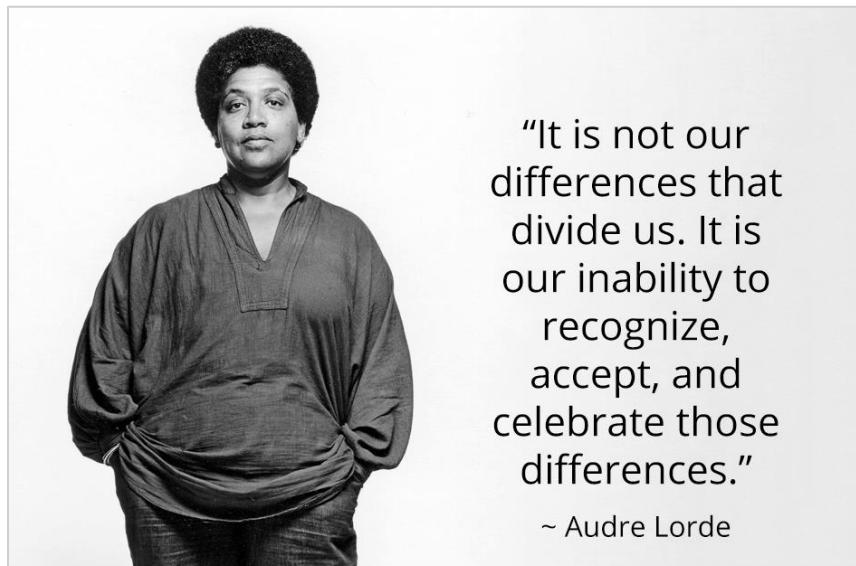
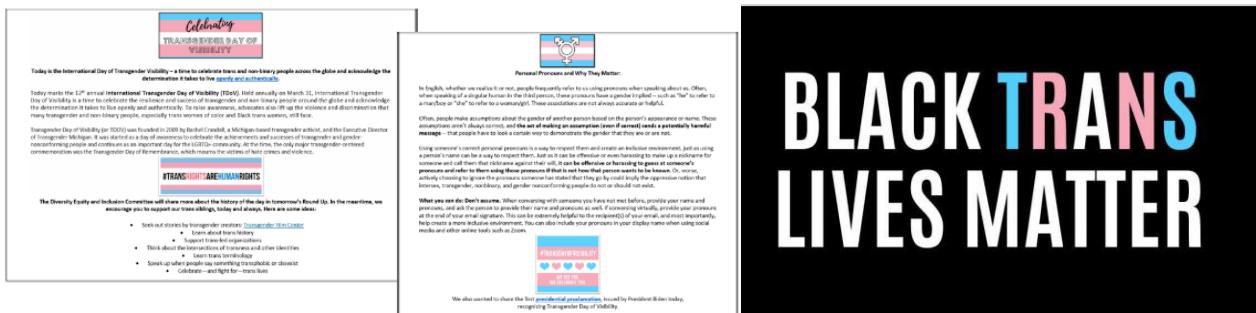


## Herstory Continued [ Spring 2021 ]



On March 31, 2021, Chief of Organizational Development & Inclusion April English led the **fifth** Race Matters Book Club discussion on 'An American Marriage' a novel by Tayari Jones. The book was the first novel read by the group.

Also on March 31, 2021, the **Diversity, Equity, and Inclusion Committee** recognized Trans Day of Visibility with an informative email celebrating Trans and Non-binary people everywhere and highlighting ways to support the Trans community.





# STOP AAPI HATE

## The AGO Stands in Solidarity with the AAPI Community [ Spring 2021 ]

In late March of 2021, the AGO Weekly Roundup and the **Diversity, Equity, and Inclusion Committee** remembered the lives of the eight women of the AAPI community who were brutally murdered in Atlanta, Georgia on March 16, 2021.



On March 31, 2021, AG Healey participated in a legislative discussion with State Representative Tram Nguyen, State Senator Adam Hinds and Chair of the Asian American Council Sam Hyun on 'Hate Crimes in Massachusetts' to address incidents of hate targeting the AAPI community. View the recording, [here](#), and visit [www.stopaapihate.org](http://www.stopaapihate.org) to act now.





## The Diversity, Equity, and Inclusion Committee Recognizes Diversity Month [ Spring 2021 ]

In April of 2021, the **Diversity, Equity, and Inclusion Committee** celebrated Diversity Month with a focus on the AAPI community and combatting AAPI hate.

As an annual tradition the Committee joined YWCA's #StandAgainstRacism Campaign. The 2021 campaign was dedicated to the AAPI community respectively.

**“We must stand against racism, and we must stand together.” – AG Healey**



Over 100 AGO staff signed the Office's Stand Against Racism Digital Pledge Board created by **FLD Paralegal Anna Rathje and Organization Development & Inclusion Coordinator Ash Cantrell.**



On April 9, 2021, Chief of Organization Development & Inclusion April English had the honor and pleasure to speak about DEI and Racial Justice at Boston College's Law Review Symposium Event, celebrating the jurisprudence and legacy of former Chief Justice Ralph D. Gants of the Massachusetts Supreme Judicial Court.



## #RestInPower, Daunte Wright [ Spring 2021 ]

On April 11, 2021, another Black life was taken. 20-year-old Daunte Demetrius Wright was killed by police in Brooklyn Center, Minnesota. Rest in power.



## Justice for George Floyd!

On April 20, 2021, the verdict against the former police officer who killed George Floyd was announced and accountability was achieved.



**Resolve** must be our motivator.

**Resolve** to continue our fight for justice.

**Resolve** to uproot historic, systemic, and institutional racism.

**Resolve** to further equity for all.

**We demand justice for George Floyd.**





The AGO remembers Jahaira DeAlto of Boston, MA #RestInPower #ProtectTransWomen [ Spring 2021 ]



**PROTECT  
SUPPORT  
RESPECT  
TRANS  
WOMEN**

The first week of *May* of 2021, we mourned a tragic loss from the LGBTQ2IA+ community, Jahaira DeAlto of Boston, MA who was brutally murdered in her home in Dorchester. Jahaira was an activist and a powerful advocate for survivors of domestic violence and the Trans community. Her death is a stark reminder of the work we must do to protect and uplift Trans people, especially Trans women of color.

## The Diversity, Equity, and Inclusion Committee Honors AANHPI and Haitian Communities

*may*

**ASIAN AMERICAN & NATIVE HAWAIIAN/PACIFIC ISLANDER MONTH**  
... AND ... **HAITIAN HERITAGE MONTH**

It is a time full of different opportunities to raise awareness and support others. It's a month that gives people the chance to celebrate our differences and our similarities. Whether that's with learning more about Haitian or Asian heritage or becoming an advocate for change, it's still impactful.

As we wrap up the month of *May*, **it is imperative that we continue to come together and lift each other's culture up** amid protests for racial equality and anti-Asian hate.

And although you may not be Haitian, Asian or a Pacific Islander, **it is still important to appreciate these cultures and continuously support them.** By learning about the different cultures and experiences, one can better appreciate and support their Haitian, Asian and multi-cultural colleagues.

**HAITIAN HERITAGE MONTH**



Haitian Heritage month was created to celebrate the culture of Haiti even in the United States. It quickly became a fun and positive way for Haitian-Americans to express their pride for their country. With the exception of being Haitian Flag Day, celebrated on May 18, Haitians all over the United States come together to celebrate their culture and heritage.

Despite its popularity as home to one of the largest populations of Haitian immigrants in the United States and became the first City to celebrate May as Haitian Heritage Month in 1998. In years past, Haitian Flag Day was commemorated in Boston with a parade along Blue Hill Avenue through Dorchester and Mattapan.

The Haitian community in Boston is incredibly active, with several community organizations based here, including Haitian Americans United, [Association of Haitian Women in Boston](#), [Haitian American Public Health Initiatives, Inc.](#), the Haitian Nurses Association (HNA), the [Boston Haitian Reporter](#), as well as over 100 small businesses.

Although the pandemic has changed how this culturally powerful month is celebrated, we can continue to enjoy Haitian Heritage virtually.

**FEATURED RESOURCES:**

Read current news stories and editorials, watch featured videos – including a Haitian community conversation panel series, view a [photo gallery](#) of this year's Haitian Flag Day celebration in Brooklyn, New York online at ["The Haitian Times"](#) [here!](#)

**ASIAN AMERICAN AND NATIVE HAWAIIAN/PACIFIC ISLANDER HERITAGE MONTH**



May is also Asian American and Native Hawaiian/Pacific Islander month, or AANHPI month. AANHPI started as a way for Asian Americans and Native Hawaiian/Pacific Islanders in the United States to celebrate their vastly different cultures.

There are multiple Asian countries, including the Pacific Islands. The community descends from China, India, Japan, the Philippines, South Korea and more. Asians and Pacific Islanders have many different layers to their culture and there are many ways to celebrate the Asian American and Native Hawaiian/Pacific Islander experience.

**FEATURED RESOURCES:**

Learn about 30 revolutionary Asians and Pacific Islanders to celebrate for AANHPI Heritage Month. [here!](#)



In *May* of 2021, the **Diversity, Equity, and Inclusion Committee** celebrated Asian American Native Hawaiian/Pacific Islander (AANHPI) and Haitian Heritage Month with informative emails and resources. The Committee highlighted Kamala Harris, as the first South-Asian American to be elected Vice President, and Karine Jean-Pierre, a Haitian political campaign organizer, author, and activist who serves as Principal Deputy Press Secretary in the Biden-Harris administration.



## [ Spring 2021 ]

On May 6, 2021, **AG Healey** spoke to the Psi Omega Chapter of Alpha Kappa Alpha Sorority, Incorporated, along with **CADLAW AAG LaRonica Lightfoot**. The AG kicked off a panel entitled “From Virus to Vaccine, Equity, Access, Action” and spoke about our Office’s work to ensure an equitable response to the pandemic.



On May 13, 2021, Chief of Organizational Development & Inclusion April English led the **sixth** Race Matters Book Club discussion on ‘Why Are All the Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race’ by Beverly Daniel Tatum, PhD.



On June 3, 2021, **CADLAW AAG LaRonica Lightfoot** was honored at the Massachusetts Black Women Attorney’s (MWBA) Annual Ida B. Wells Awards Celebration.





## The Diversity, Equity, and Inclusion Committee Celebrates Immigrant Heritage and Pride [ Spring 2021 ]

The **Diversity, Equity, and Inclusion Committee** recognized Immigrant Heritage Month with an intersectional piece, 'Immigration Heritage Month: The Chance for me to Celebrate my Mexican Heritage through a Queer Lens,' featured by the Human Rights Campaign. View the article, [here](#).



## Pride 2021!

In June, the **Diversity, Equity, and Inclusion Committee** celebrated Pride and especially uplifted the Trans and non-binary community. The Committee promoted the TransResistanceMA Trans Resistance March and Vigil held on June 12, 2021.



The celebration kicked off Pride Month with a Pride Week at the AGO 'Show Your Pride Challenge.' From June 7-11, 2021, colleagues wore pride colors during virtual meetings in celebration. In addition, colleagues submitted their personal pride photos of what pride means to them.



### Pride 2021 Continued [ Spring / Summer 2021 ]

On June 7 and June 10, 2021, nearly half of the Office attended a Trans-101 Training hosted by the **Diversity, Equity, and Inclusion Committee** and AGO alums Rachel Culley and Skailer Qvistgaard of the Mass LGBTQ Bar Association. The training was an introductory program about gender identities, Trans-inclusive language, lived experiences, and ways to support the Trans community.

On June 9, 2021, the **Diversity, Equity, and Inclusion Committee** and **Well-Being Committee** hosted 'The Impact of Microaggressions on Well-Being: Expanding Understanding and Employing Practical Skills to Interrupt Bias' moderated by Marguerite A. Fletcher. The interactive program provided understanding of the impacts of microaggressions on our well-being, skills for interrupting bias, and ways to recover when we commit a microaggression.



On June 30, 2021, the **Diversity, Equity, and Inclusion Committee** held 'PRIDE: Protest to the Present' a discussion on the intersection of the Racial Justice Movement and Pride, founded by Black and Trans activists in the 1970s.



**Virtual PRIDE**  
Trivia Night





Join your colleagues for a night of virtual fun, while learning more about various LGBTQ2IA+ related themes!

Each game will consist of 4 rounds of Pride themed trivia, with a focus across **history, literature, pop culture, & geography/science**. Games include regular trivia-style question rounds, photo rounds, and even music rounds!

On game night, attendees will be divided into their teams, and assigned breakout rooms to answer questions during each round.

Teams of up to 8 players (preferably 4-8 players per team) must be created in advance of registration.

Each team will require a **Team Captain**. Team Captains are responsible for registering their team in advance of the event.

If you are part of a team, you do **NOT** need to register yourself for the event; your Team Captain will include you on the team registration.

If you do **NOT** have a team when registering and would still like to participate, select the option to be randomly assigned to a team.



On July 29, 2021, the **Diversity, Equity, and Inclusion Committee** and **P&G Project Manager Allison Beaufort** continued the Pride celebration with a virtual Pride trivia night to highlight different LGBTQ2IA+ related themes.



**“Juneteenth** is a reminder that the way we honor and share our country’s history must be honest and inclusive. **We can’t grow if we disregard our truth**, and we can’t thrive if we don’t create space for everyone’s joy.” – AG Healey

## The AGO Celebrates Juneteenth [ Summer 2021 ]

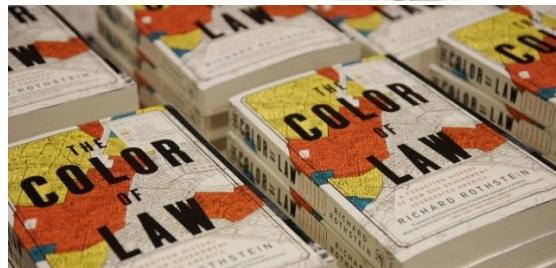
For the first time in history, the nation observed Juneteenth as an official holiday to commemorate the end of slavery in the U.S.

The **Diversity, Equity, and Inclusion Committee** along with **Senior HC Fraud Investigator Steven Pfister**, recognized Juneteenth with an informative email honoring the many African American veterans who served in defense of our nation since the 18<sup>th</sup> century.



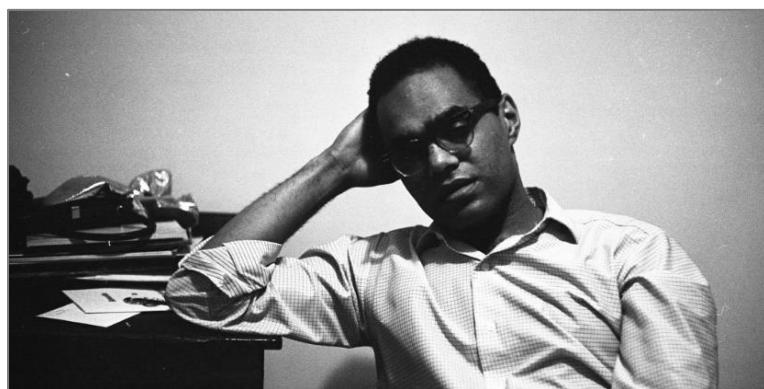
[ Summer 2021 ]

RACE MATTERS  
Book Club



On July 15, 2021, Chief of Organizational Development & Inclusion April English led the **seventh Race Matters Book Club** discussion on 'The Color of Law: A Forgotten History of How our Government Segregated America' by Richard Rothstein.

**The AGO honors Bob Moses #RestInPower**



On July 25, 2021, we lost civil rights activist **Robert 'Bob' Moses**. Bob Moses was a leader in the Student Nonviolent Coordinating Committee on voter education and registration in Mississippi, cofounded the Mississippi Freedom Democratic Party, and founded the Algebra Project in Cambridge, MA.





# Celebrating Latinx Heritage Month

## The Diversity, Equity, and Inclusion Committee Celebrates Latinx Heritage [ Summer / Fall 2021 ]

From **September 15<sup>th</sup> – October 15<sup>th</sup> of 2021**, the **Diversity, Equity, and Inclusion Committee** celebrated National Latinx/Hispanic Heritage Month with a focus on Afro-Latinx and Latinx-Indigenous cultures.

The Committee also featured **HCD Mediator Sasha Restrepo** in the AGO Weekly Roundup and highlighted her Colombian heritage.

In addition, our Latinx and Hispanic staff shared their lived experiences through their culture, families, and upbringings. Thank you to **CED Outreach Director Yarlennys Villaman**, **COMMS Deputy Press Secretary Roxana Martinez-Gracias**, **P&G Division Chief Alicia Rebello-Pradas**, and **CRD AAG David Ureña**.



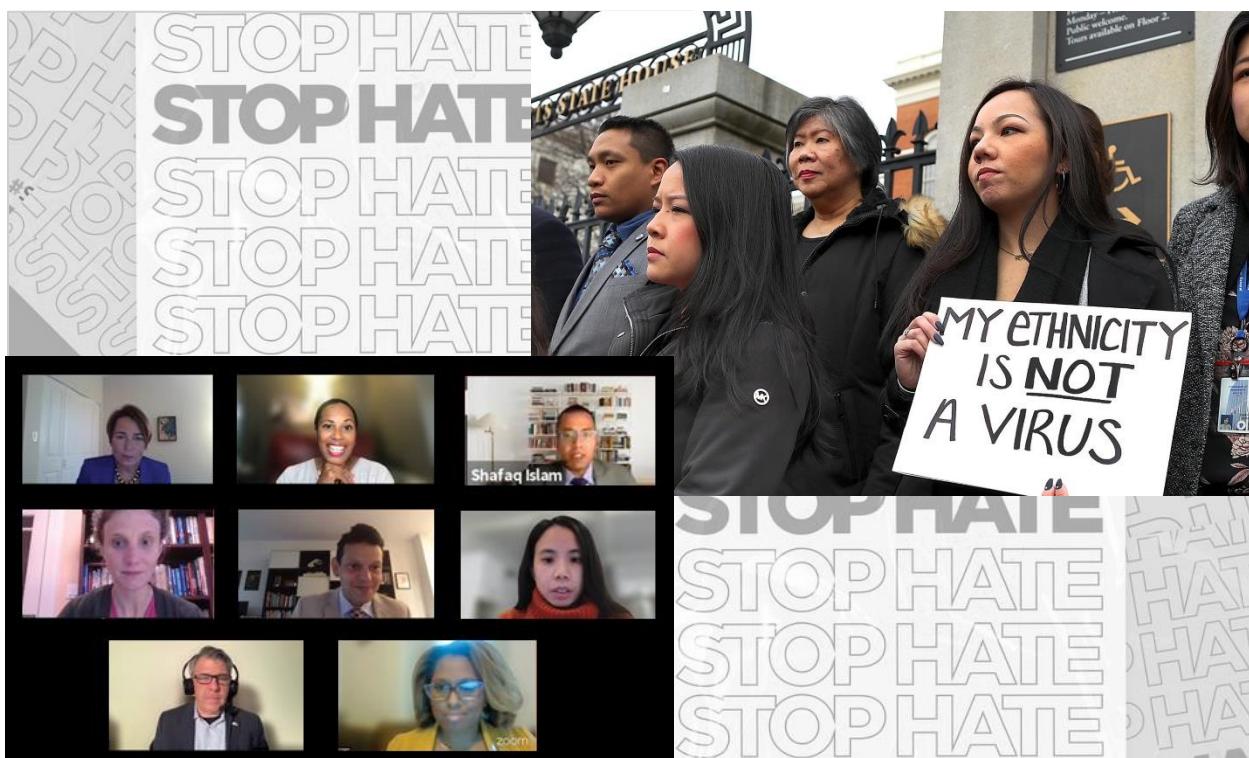
## [ Fall 2021 ]

The **Diversity, Equity, and Inclusion Committee** recognized Bi Visibility Day on *September 23, 2021*, to uplift the Bi+ community.



## The AGO Convening Against Hate

On *October 26, 2021*, **AG Healey** convened with community and civil rights leaders to discuss how to respond to hate incidents and address the rise in hate crimes occurring in Massachusetts/nationwide, with 'Addressing Hate in our Communities.'



Speakers included the **Attorney General**, Lawyers for Civil Rights' Executive Director **Ivan Espinoza-Madrigal**, NAACP Boston Branch President **Tanisha Sullivan**, Greater Boston Legal Services' Asian Outreach Unit Director **Bethany Li**, Anti-Defamation League New England Regional Director **Robert Trestan**, **CRD Deputy Division Chief Shafaq Islam**, **CRD Division Chief Abby Taylor**, and **Chief of Organizational Development & Inclusion April English** who also moderated the event. View the convening, [here](#).



## The Diversity, Equity, and Inclusion Committee Celebrates Native American Heritage [ Fall 2021 ]

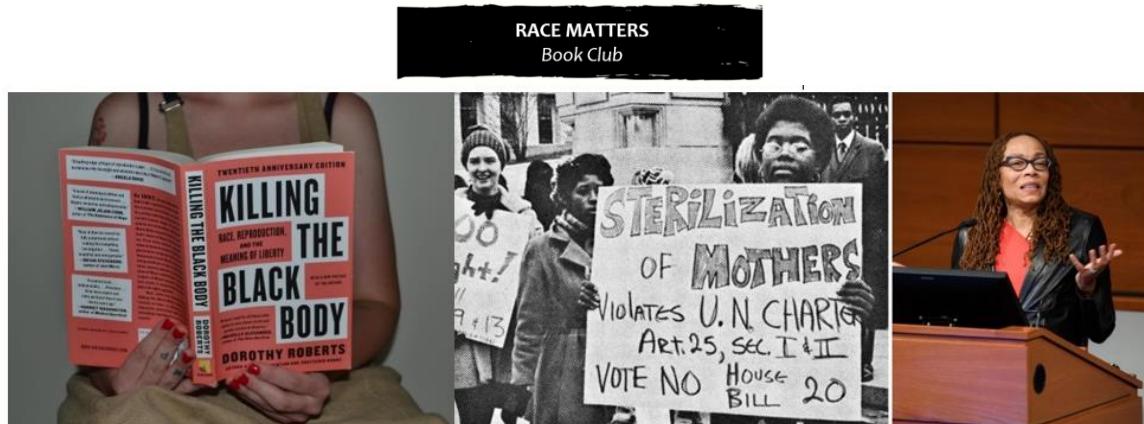
In November of 2021, the **Diversity, Equity, and Inclusion Committee** recognized National Native American Heritage Month with intersectional focus on 'Two-Spirit' of the LGBTQ2IA+ community.



Also in November of 2021, the Office convened two of its Advisory Councils, the Racial Justice and Equity Advisory Council and the New Americans Advisory Council.



On November 4, 2021, several **AGO staff** attended the National Racial Equity Initiative for Social Justice Summit held by the Black Congressional Caucus Foundation. The sessions addressed holistic justice, discrimination within the judicial system, and igniting the next generation of social justice leaders.



On November 16, 2021, Chief of Organizational Development & Inclusion April English led the **eighth** Race Matters Book Club discussion on 'Killing the Black Body: Race, Reproduction, and the Meaning of Liberty' by Dorothy Roberts.



# Disability rights

=

# human rights

## The AGO's Civil Rights Division and Community Leaders Address Disability Rights [ Fall 2021 ]

Also on November 16, 2021, CRD held the AGO's **Disability Rights Advisory Committee** meeting and discussed the model memorandum of understanding for school resource officers and the intersection of students with disabilities.



## TRANS DAY OF REMEMBRANCE





## The AGO Honors 375 Lives on Trans Day of Remembrance 2021

On November 19, 2021, the **Diversity, Equity, and Inclusion Committee** created an informative email and convened the office for Trans Day of Remembrance. **TRL Paralegal Anna Rathje, CADLAW AAG Kim Parr, PPAB Bureau Chief Cyndi Mark, HCFC Bureau Chief Mary Beckman, and Organization Development & Inclusion Coordinator Ash Cantrell** read the names, ages, causes of death, and countries of the 375 gender diverse people murdered worldwide in 2021.

One of the names on the list was Boston's Jahaira DeAlto Balenciaga. May she rest in power. This powerful vigil is an important reminder of the work we must do to protect Trans people from violence and hate.



**[ Fall 2021 ]**

On November 24, 2021, all three men found guilty of murder in the killing of Ahmaud Marquez Arbery, who was fatally shot at the age of 25 on February 23, 2020, in Satilla Shores, Georgia.



*Statistics show that Black women experience higher rates of chronic diseases and mortality than their white counterparts*

On December 9<sup>th</sup> and 10<sup>th</sup> of 2021, **Organization Development & Inclusion Coordinator Ash Cantrell** and **Chief of Organization Development & Inclusion April English** attended a two-day virtual summit held by YWCA and Hued, Inc. called 'Breaking the Barriers.' The summit addressed the most significant issues impacting the health and well-being of BIPOC women, and ways to address these issues through policy at the local, state, and federal levels.

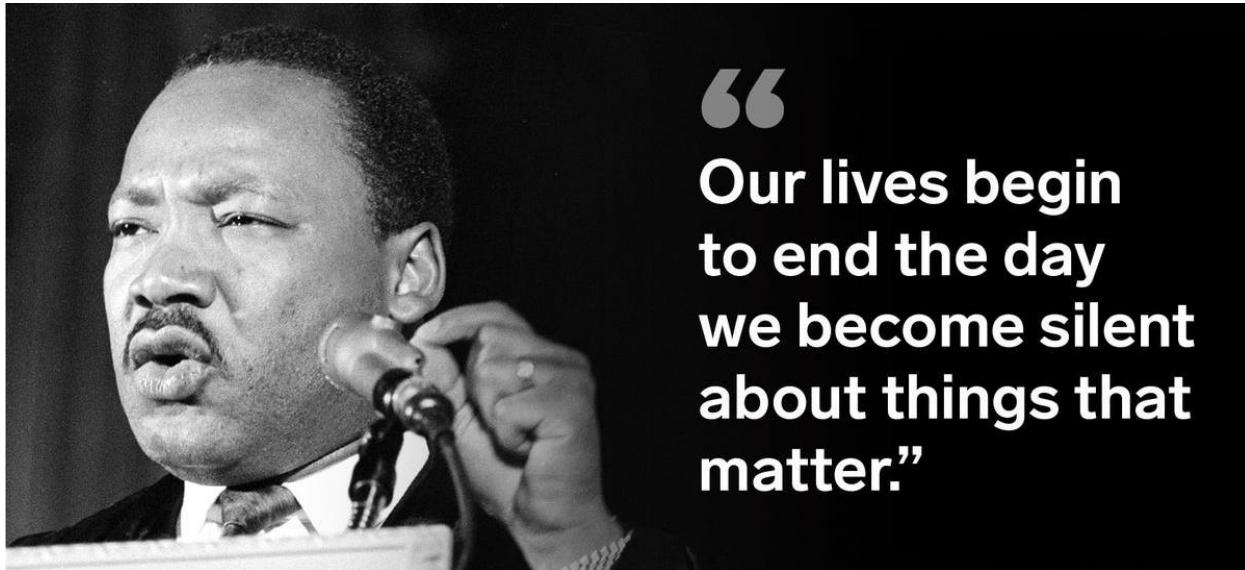


On December 15, 2021, we remembered author, professor, feminist, and social activist bell hooks. **#RestInPower.**



2020

*The pursuit for **JUSTICE** continues!*



We cannot ignore the hate and racism that surrounds us. We must face our biases while holding ourselves and each other accountable. We will rise and continue to survive, together. We are RESILIENT. We are one. **Black Lives Matter. Protect Trans Women. Stand with the AAPI Community.**

**As always, We See You, We Support You, and We Appreciate You.**

Your Organization Development & Inclusion team,  
Chief of Organization Development & Inclusion, April English  
Organization Development & Inclusion Coordinator, Ash Cantrell



"My daddy changed the world." – Gianna Floyd

***In loving memory of George Perry Floyd Jr.***