



MBTA **Advisory** Board

TO: MBTA Advisory Board Members
FROM: Brian Kane, Acting Executive Director
DATE: June 12, 2020
RE: Anti-racism statement

Like many other organizations in the United States, recent events have compelled this organization to examine and act against racism. I suggest the MBTA Advisory Board adopt this statement as official policy of the organization.

Statement of Anti-racism

The MBTA Advisory Board acknowledges that racism can be unconscious or unintentional, and that identifying racism as an issue does not necessarily mean those involved are racist or intend negative impact. As an anti-racism organization, the MBTA Advisory Board pledges to purposefully identify, discuss and challenge issues of race and color and the impact(s) they have. The MBTA Advisory Board commits to understanding and correcting any inequities that may be discovered in its activities and to work towards a more just and fair community.

MBTA Advisory Board members and staff explicitly and publicly affirm that the organization is an anti-racist one.

MBTA Advisory Board members and staff commit to reflecting the principals of anti-racism throughout the organization, and through its policies, programs, and practices.

MBTA Advisory Board members and staff resolve to develop and work to implement strategies to dismantle racism within all aspects of the organization.

Adopted from a statement by the University of New Hampshire's Department of Social Work.

