

Q14 Please describe 1- 2 of the Town of Andover's strengths with respect to diversity, equity, or inclusion:

Answered: 741 Skipped: 720

#	RESPONSES	DATE
1	Private and supportive.	3/22/2021 12:09 PM
2	Participation in Elder Services programs.	3/20/2021 8:13 AM
3	Commitment of leadership to do diversity.	3/15/2021 12:11 PM
4	diverse community! educational programs that focus on multiculturalism	2/11/2021 2:36 PM
5	Making friends can be pretty easy.	2/11/2021 10:13 AM
6	Engaged, educated community	2/9/2021 12:56 PM
7	- Several multicultural families and good diversity - Even with majority white population, i being from south Asia always feel welcomed here.	2/9/2021 11:26 AM
8	Anyone is free to move here or move away from here. Low crime rates apply to all residents.	2/2/2021 9:42 PM
9	The Town of Andover is a welcoming community that includes people of all backgrounds.	1/30/2021 1:30 PM
10	1. Memorial Hall Library -;Uncomfortable Conversations 2. Andover Youth Services	1/28/2021 2:44 PM
11	Willingness to do focus groups, survey, and Andover DIVERSE updates on website	1/27/2021 4:25 PM
12	Question. 1 I strongly agree that racism should be a priority, but I strongly disagree that it has been 1. AYF/AYS has been very supportive of youth with many types of differences 2. The library has held discussions around racism and antiracism	1/26/2021 8:03 PM
13	Lots of youth around the town uneducated about the topic.	1/26/2021 10:24 AM
14	Since the BLM movement, it appears that there has been a general awareness of racial injustices and an effort by the Town to address systemic racial issues in our community. Other than that, I know of none, but because I tend to live in a bubble, there may be efforts I am not aware of.	1/25/2021 6:32 AM
15	1. Some religious entities strive to be inclusive by welcoming diversity in their members. 2. Housing initiatives for low-income families - modicum of effort here - much more should be done.	1/24/2021 1:07 PM
16	None.	1/24/2021 2:47 AM
17	people willingness to speak	1/23/2021 10:23 PM
18	I think this survey and other efforts to promote diversity and Andover are a good beginning.	1/21/2021 7:51 PM
19	School system and worship community	1/21/2021 12:54 PM
20	I live in North Andover but have been an active member of the Andover Baptist Church since 1980, the nearest Baptist church to my home at that time. In 2004 as a very small, older white congregation we hired a black minister, Lyndon Myers. Soon after I was very impressed as the Free Christian Church offered much needed assistance to us as we transformed into a younger "black church". Since then the community has further supported our programs such as gospel concerts and the MLK, Jr. service.	1/21/2021 11:46 AM
21	The fact that the town is having race focus groups is a step in the right direction.	1/21/2021 9:00 AM
22	The response to the killing of George Floyd (i.e. the organized protest in Shawsheen square) was encouraging.	1/19/2021 1:33 PM
23	I have none	1/19/2021 1:32 PM

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24	Great	1/19/2021 1:17 PM
25	Publicizing diverse events in media.	1/19/2021 12:31 PM
26	Increased presence of diverse worship houses (e.g. addition of Chinmaya Mission Boston and Andover Islamic Center). Increased presence of diverse businesses such as Russian Arts and Language Center.	1/18/2021 11:22 PM
27	Andover tries to do the right thing by race and I think wants to improve.	1/17/2021 9:50 AM
28	My street has residents of various ethnicity	1/16/2021 8:26 PM
29	Andover is a wealthy community where resources are available to diverse communities	1/16/2021 4:08 PM
30	There are 16 houses of worship representing numerous denominations	1/15/2021 12:58 PM
31	Instead of promoting "diversity ", we should advocate "unity". Regardless where you were born, what skin color you have, we are all equal under God, and all the people of United States. Town of Andover should spend energy on uniting people.	1/15/2021 11:32 AM
32	People understand what racism is and seem willing to combat it.	1/15/2021 11:21 AM
33	Realizing there is a problem and looking for ways to know the diverse in the community.	1/15/2021 9:46 AM
34	Unfortunately no particular strengths come to mind.	1/15/2021 9:13 AM
35	Home to children from very diverse backgrounds who are living on campus at Phillips Academy & are welcomed into the community. All town programs are available to anyone & you are not discriminated against for race, religion or age!	1/15/2021 1:51 AM
36	There is a general message of tolerance, acceptance and appreciation of diversity, equity and inclusion. I would like to think the population is highly educated though agree that doesn't guarantee an open mind.	1/14/2021 1:23 PM
37	Town people in general are courteous and respectful to all ethnic groups.	1/14/2021 1:18 PM
38	I have lived here two years and except for one lovely Jamaican, I interact only with white people	1/14/2021 1:05 PM
39	It is not a diverse community	1/14/2021 8:24 AM
40	Financial means to do something, act	1/13/2021 9:37 PM
41	Diverse population Lots of diverse places of worship	1/13/2021 9:23 PM
42	Good community programs	1/13/2021 3:30 PM
43	Anybody can leave, work, or educate themselves here. I've never seen any problems at all.	1/13/2021 3:15 PM
44	In Andover High we see the leadership communicating with parents about issues that arise of racism and how they do not condone it and how they will address it.	1/13/2021 1:52 PM
45	very open communication	1/13/2021 1:31 PM
46	I am a minority and an immigrant. Trust me, you guys are doing awesome.	1/13/2021 1:10 PM
47	Andover is a town where you do not come across much racism and as a Asian/Hispanic I have experienced very little racism.	1/13/2021 12:42 PM
48	My children have far more culturally diverse friends than I had growing up in Andover; schools do a good job of creating opps for all kinds of kids in class and extracurricular	1/13/2021 9:10 AM
49	Local businesses are either managed, owned, or hire minorities.	1/13/2021 9:07 AM
50	Many wealthy members of the community who will voluntarily agree to significantly higher property taxes to fight entrenched, systemic racism.	1/13/2021 9:04 AM
51	Just looking around and seeing people of different backgrounds and different cultures in all settings is a great sign that Andover is a welcoming community.	1/13/2021 8:46 AM
52	Multi-cultures make up the community	1/13/2021 8:20 AM
53	this survey and the youth programs	1/13/2021 6:45 AM

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54	With all due respect, I'm not sure I know of any.	1/13/2021 6:09 AM
55	The school system is a gem with respect to inclusion yet the school board lacks diversity in staff and materials provided to its students.	1/13/2021 3:34 AM
56	A willingness to listen	1/12/2021 11:58 PM
57	There is no exclusion to take part in any social or work environments	1/12/2021 10:36 PM
58	People in Andover respect each other's differences. Most are curious and eager to learn about different cultures.	1/12/2021 10:00 PM
59	The town manager should come to the Culture event. Town of Andover may hold a diversity forums regularly.	1/12/2021 9:53 PM
60	Schools are good at recognizing all holidays for children. Teachers do their best.	1/12/2021 9:44 PM
61	Andover Youth Services do a great job with encouraging inclusion in town	1/12/2021 8:49 PM
62	Friendly	1/12/2021 8:40 PM
63	Anyone is free to move here. Low Crime Rates. People from any race can move here and feel safe. People of color like to live in crime free areas.	1/12/2021 8:40 PM
64	our neighborhood does not seem to have difficulty with black, asian and latino people. people in conservation areas are almost always pleasant regardless of race	1/12/2021 8:36 PM
65	Schools (Bancroft) does an international family say to celebrate the different cultures among the students and staff	1/12/2021 8:11 PM
66	The librarians have done a great job addressing diversity (Books, magazines, DVDs, conferences...)	1/12/2021 8:05 PM
67	We have a diverse pool of citizens from which to draw upon as resources.	1/12/2021 7:55 PM
68	Andover has always been a liberal inclusive town	1/12/2021 7:48 PM
69	There is a strong, authentic sense amongst citizens and businesses of the need for equity, inclusion, etc in the town.	1/12/2021 7:44 PM
70	Formed diversity committee	1/12/2021 7:43 PM
71	Kids fun run	1/12/2021 7:41 PM
72	the town has encourages inclusion and conversation	1/12/2021 7:27 PM
73	This question is dumb	1/12/2021 7:26 PM
74	Nothing that's visible	1/12/2021 7:18 PM
75	N/A	1/12/2021 7:07 PM
76	This survey, emailing when DEIA issues arise	1/10/2021 7:54 PM
77	Schools inclusion to all students attending school. First responders servicing those in need of help	1/8/2021 5:08 PM
78	Schools have developed climate culture committees to discuss, address and implement PD around these issues	1/8/2021 3:36 PM
79	1. 2.	1/8/2021 12:47 PM
80	no comment	1/8/2021 11:37 AM
81	Two typical examples can prove the actual strengths in the above-mentioned areas: the Gas explosions 2 years ago, the Covid-19 threats — even until now.	1/8/2021 11:23 AM
82	They are willing to address the problems and acknowledge that they are there when they are brought up.	1/8/2021 11:16 AM
83	The town prioritizes children and their wellness, safety etc. The town is beginning to prioritize the elderly -- their wellness, safety etc.	1/8/2021 10:30 AM
84	This survey shows they are thinking about it	1/7/2021 2:09 PM

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85	We have residents and students from many different cultures and races and religions. There have been instances when religious leaders from different religions have spoken out together.	1/7/2021 10:20 AM
86	teacher PD last year with panarama survey and facing history	1/7/2021 8:41 AM
87	youth programming including supporting and accommodating students during remote learning, library programming and services.	1/7/2021 8:09 AM
88	High level of ethnic diversity in town. Felt very welcome as an Indian-American	1/7/2021 12:19 AM
89	Town is very welcoming	1/6/2021 10:40 PM
90	Willing to work on and talk about diversity, equity and inclusion.	1/6/2021 6:30 PM
91	The turnout for the BLM rally at Shawsheen Square and the Juneteenth celebration.	1/6/2021 3:43 PM
92	Please take a look around. Yes, there are many diverse residents. Yes, many of them volunteer. However, I only see weak representation in Town Management or Town Govt. and public facing businesses.	1/6/2021 2:48 PM
93	gender inclusivity connection to ABC House	1/6/2021 2:26 PM
94	Andover Youth Services - invaluable support for all youth	1/6/2021 9:28 AM
95	Andover Youth Services is a wonderful and welcome resource for all students grades 6-12;	1/5/2021 9:55 PM
96	I am pleased that since last summer (following the George Floyd murder) the town has begun to reflect on what it can and should do to improve DEI for town residents, businesses and their customers. Housing matters, the soon to be DEI committee, these are good ways to begin, but so much more needs to be done. Changing the system of governance, however, would be a step in the WRONG direction, promoting exclusion and preventing voices from being heard. We need to encourage more voices to be heard, not fewer.	1/5/2021 5:18 PM
97	open, welcoming	1/5/2021 2:38 PM
98	My knowledge is through the schools and local business. We have been welcoming to people from different countries.	1/5/2021 2:00 PM
99	Good schools open to all. Police are part of the community.	1/5/2021 1:28 PM
100	If you can afford it, anyone from anywhere can move in to the town. The citizens of Andover are diverse, originally from different towns, and many countries. You have Liberals, and Conservatives, older and younger people, families and single people, everyone is here for different reasons (proximity to BOS, school system, history, reputation)	1/5/2021 11:44 AM
101	Young people especially are very inclusive when it comes to gender or sexual orientation and presentation. Businesses are open to sales associates of all gender representations.	1/5/2021 11:01 AM
102	Andover has 33K+ citizens but feels more like a small town. I have never witnessed any racism or persecution of any group in town. If it exists it is not apparent to me.	1/5/2021 9:55 AM
103	The Town of Andover seems to have the right intention of to address this issue as demonstrated through this initiative, but the follow-through is not always there. And there must be more actionable steps, accountability and visibility by town leadership to embrace the towns rich diversity, engage in it and celebrate it!	1/5/2021 9:46 AM
104	Recreation services, and Andover Soccer Association provide opportunities for youth to get involved from all backgrounds...great way for youth from all over town to interact. Andover Youth Services also provides programming open to all. Good communication and respect between different faith communities is also a plus.	1/5/2021 9:25 AM
105	Andover has had a history of both inclusion and exclusion. Two stops on the underground railroad and TONS of folks supporting Black Lives Matter.	1/5/2021 9:19 AM
106	I don't see this as a function of Town Government	1/5/2021 8:40 AM
107	We actually have a very diverse population.	1/5/2021 8:37 AM
108	Everything is fine	1/4/2021 8:06 PM
109	Effort, Open minded	1/4/2021 3:20 PM

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110	It has a solid foundation of a diverse population. It has many faiths represented with houses of worship in town. It has the resources to do more with diversity.	1/4/2021 1:44 PM
111	Forming this committee and library's recent programs I	1/4/2021 10:19 AM
112	I feel that in Andover, we have a community of people from many different backgrounds and cultures and this rich diversity is wonderful. The schools are working hard to create opportunities for all students to feel included by celebrating and honoring this diversity. Schools are doing a lot of work around tolerance and inclusion of people of all backgrounds.	1/3/2021 9:29 PM
113	responded quickly to reported issues around racial issues - willing to seek help to improve work	1/3/2021 11:43 AM
114	I have lived in Andover for nearly 30 years and I have not seen or experienced any significant issues related to race or diversity. I have encountered a few individuals who believe they deserve special treatment. Thus, Andover is apparently doing a good job.	1/2/2021 2:57 PM
115	faculty at PA at a large part of the diversity in Andover	1/1/2021 2:32 PM
116	*	1/1/2021 8:14 AM
117	Efforts to provide affordable housing; robust services for seniors	12/31/2020 12:00 PM
118	There is a freedom to be your self and be included if you wish.	12/31/2020 11:02 AM
119	The population is diverse The schools have global programs	12/31/2020 8:54 AM
120	Very inclusive. Great opportunities for everyone.	12/30/2020 5:34 PM
121	There are lots of different cultures represented in my neighborhood.	12/30/2020 3:19 PM
122	blah blah blah blah	12/30/2020 12:49 PM
123	Andover hired a diversity "officer" to work with the police department	12/30/2020 11:22 AM
124	They are doing these surveys and paying attention to the issues.	12/30/2020 10:46 AM
125	library programming	12/30/2020 10:15 AM
126	Attempt to maintain open dialogue	12/29/2020 7:30 PM
127	Schools offer different cultural events; however feel like the ones many celebrate have been nixed over the years, like Christmas and birthdays	12/29/2020 4:19 PM
128	The ABC house in Andover is a strength.	12/29/2020 4:00 PM
129	N. A.	12/29/2020 3:48 PM
130	Andover's prejudices and exclusionism is based more on economics than race.	12/29/2020 3:42 PM
131	Andover has significant (fractional) population from East-Asian & Indian Peninsula areas, but not so much from Africa, South & Central America.	12/29/2020 3:30 PM
132	Metco program ??? On current status	12/29/2020 3:16 PM
133	Open to all	12/29/2020 2:29 PM
134	Athletic Teams , Foreign business reps at Pfizer , Raytheon, Phillips Academy	12/29/2020 2:12 PM
135	Andover leadership thinks it is understanding of minorities- but it is not. Andover leadership patronizes its minority population.	12/29/2020 1:41 PM
136	Doing a public survey on diversity, and increasing Awareness by doing so.	12/29/2020 1:29 PM
137	I think the town makes an effort as evidenced by this survey and audit.	12/29/2020 1:25 PM
138	Diverse student and neighborhood populations, women holding visible leadership roles.	12/29/2020 1:15 PM
139	They are becoming more aware of the problem.	12/29/2020 1:11 PM
140	The mere commencement of an effort to examine things is great. It seems genuine and well-intentioned.	12/29/2020 1:03 PM
141	I appreciate their pulling together this diversity effort	12/29/2020 12:51 PM

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142	Andover has a myriad of different cultures represented among it's residents. Although there is some friction it's minor and the overwhelming majority of people are accepting of differences and enjoy celebrating other cultures.	12/29/2020 12:23 PM
143	STOP PAYING MONEY to Diversity GRIFTERS!!!! Fix the damn roads, don't give money to RACE CHARLATANS!!!	12/29/2020 11:39 AM
144	There is a low crime rate in Andover. When schools were in person, there were diversity activities and celebrations.	12/29/2020 11:24 AM
145	issues appear to be addressed promptly and vocally through social media, print media, announcements. appears to be a strong commitment to addressing issues when alerted	12/29/2020 11:22 AM
146	-Town supports the ABC Andover program which brings diversity to AHS	12/29/2020 11:21 AM
147	School system has taken strong steps toward improving policies and curriculum around inclusivity. Town has shown willingness to address DEI by establishing commission, as well as recent hiring of women to senior management positions.	12/29/2020 11:14 AM
148	1. Support of the ABC program 2. Programming from MHL around issues of race and gender.	12/29/2020 11:13 AM
149	Andover soccer association has always been inclusive of all youth players.	12/29/2020 10:59 AM
150	Andover is accepting of all people.	12/29/2020 10:58 AM
151	Real sense of Community. The Town responds immediately if an issue arises and addresses it.	12/29/2020 10:57 AM
152	The schools have begun to embrace pluralities in our community.	12/29/2020 9:17 AM
153	Library programming ABC house Music on the green Habitat/ community trust housing Farmers market	12/28/2020 10:20 PM
154	- conducting this survey - supporting the organization "MMVBBV" - Merrimack Valley Black and Brown Voices	12/28/2020 7:22 PM
155	Ann Ormond. She is the strength.	12/28/2020 6:44 PM
156	Don't know	12/28/2020 5:19 PM
157	there are no strengths	12/28/2020 2:47 PM
158	I think Andover is a safe community that might appeal to a broad range of people regardless of race.	12/28/2020 2:11 PM
159	Schools do an excellent job with equity and inclusion. Town also provides adequate low income rental housing.	12/28/2020 1:22 PM
160	There seems to be more diversity within the town than 20 years ago.	12/28/2020 12:38 PM
161	Public Library Conservation land/AVIS	12/28/2020 12:38 PM
162	This town is inclusive of people from all the walks of the life. It may not be as diverse as some of the other cities or town but its diversity quotient is certainly increased and has been increasing over the time.	12/28/2020 12:33 PM
163	There is a clear intention towards the inclusion of women in decision-making positions (staff & boards).	12/28/2020 10:03 AM
164	Inclusion	12/28/2020 9:36 AM
165	Hard to say. I don't see overt racism and I think town leaders say the right things.	12/27/2020 10:57 AM
166	welcoming, non-judgmental community	12/26/2020 12:38 PM
167	Andover is a typical well-educated American community in which the American dream is alive. We are fortunate to be wealthy , and with that goes the responsibility to insure equality of opportunity for all. However, there is unfortunate confusion in the Diversity and Inclusion crowd that seems to demand equality of outcome for all, which is a misguided socialist dream.	12/23/2020 5:26 PM
168	Many multicultural businesses. Availability of low income housing	12/23/2020 3:28 PM
169	*C3 committees in the schools/DEI PD offerings *people participating in Black Lives Matter	12/23/2020 1:18 PM

Town of Andover

	protests	
170	Interaction with Main St businesses and q	12/23/2020 12:43 PM
171	Library has programs on racial issues.	12/22/2020 9:07 PM
172	The town is getting attracted by many different races for the past 10 years and it is getting more and more diverse, however, the local government officers are not reflected yet.	12/21/2020 10:11 PM
173	Responding quickly, positively and uniformly to community suggestions for more diversity, equity and inclusion efforts.	12/21/2020 4:35 PM
174	The schools are fairly good examples of inclusion and diversity although it's the attitude and behavior of the unbiased children that make it so more so than the staff.	12/21/2020 10:20 AM
175	AYS Addison gallery	12/21/2020 9:41 AM
176	For the most part people are respectful, but you will get those few bad apples no matter where you are	12/21/2020 9:29 AM
177	They have a desire to improve the experiences of minority communities in the town	12/20/2020 5:07 PM
178	i literally cant think of any	12/20/2020 2:44 PM
179	I can't. But I can see it's becoming more diverse and am thankful.	12/20/2020 12:29 PM
180	Schools are making this a priority	12/20/2020 10:45 AM
181	Acknowledging their is a problem.	12/20/2020 9:04 AM
182	School and a good town to raise a family	12/20/2020 8:42 AM
183	Volunteers at BC and Memorial Circle	12/20/2020 8:04 AM
184	I have lived here for 60 years and have never thought there was a problem. We had diversity and inclusion in town and with neighboring Lawrence	12/19/2020 5:50 PM
185	Open to discussion and improvement. Asking for community inputs.	12/18/2020 10:01 PM
186	I don't think women and girls are strongly mistreated in Andover, misogyny generally isn't an enormous problem. Neither is homophobia. It's not as bad as it could be	12/18/2020 6:18 PM
187	Schools Business	12/18/2020 4:00 PM
188	The fact that you're asking these questions is a start!	12/18/2020 3:19 PM
189	The town leadership and some citizens' current movement to further address these issues is a strength as is the training/programming in our schools	12/18/2020 2:29 PM
190	None	12/18/2020 2:14 PM
191	None	12/18/2020 1:29 PM
192	School curriculums are somewhat inclusive	12/18/2020 1:23 PM
193	none	12/18/2020 1:07 PM
194	Openness of South Church Proximity to Lawrence	12/18/2020 12:28 PM
195	I think the Town Manager's decision to conduct a survey is the first step towards a right direction.	12/18/2020 10:46 AM
196	The sincerity of being diverse and inclusive is obvious.	12/18/2020 9:54 AM
197	As a white person, I don't feel that it's fair for me to answer this question	12/18/2020 9:41 AM
198	AYS Addison gallery	12/18/2020 9:23 AM
199	I think the schools and the library are doing really good work trying to raise awareness around issues of race and difference. I don't have enough experience with other departments to reflect on their strengths or weaknesses.	12/18/2020 9:21 AM
200	Juneteenth event in Andover	12/17/2020 10:31 PM

Town of Andover

201	Schools do a good job of teaching and having a dialogue regarding diversity, equity and inclusion.	12/17/2020 6:46 PM
202	1) interfaith efforts and services between South Church and Temple Emmanuel, 2) Youth Services and Library seem very open and eager to be inclusive.	12/17/2020 5:58 PM
203	I believe most people in Andover want to do the right things to promote diversity, equity and inclusion	12/17/2020 5:27 PM
204	I'm afraid I'm ignorant about the town's efforts and so unable to comment	12/17/2020 5:02 PM
205	The Town government encourages and supports building affordable housing.	12/17/2020 4:23 PM
206	Women are represented well in town management and government	12/17/2020 3:34 PM
207	I feel the town is very inclusive, but have no first hand knowledge of any particular situations to comment one way or another on the towns strengths.	12/17/2020 3:33 PM
208	Willingness to begin to address diversity, equity and inclusion. Willingness to gather information from everyone in the town.	12/17/2020 3:15 PM
209	Seems like there is more interfaith cooperation lately and that's nice to see. Faith organizations taking an interest and taking action on justice issues outside their own congregation. Its also good to acknowledge our diversity, even though we are a pretty white community. I'm glad this survey and conversations are happening.	12/17/2020 1:27 PM
210	I do receive emails from the Town of Andover on equity, and racism act that happens in High School.	12/17/2020 1:12 PM
211	Youth center has been doing an amazing job teaching middle schoolers about acceptance. High school teachers and counselors have also addressing issues regarding racism	12/17/2020 1:12 PM
212	Beginning to have conversations around race and anti racism as pd in schools.	12/17/2020 1:03 PM
213	There is clearly implicit racism in the Town and school department's hiring process. The school department has no identifiable diversity in it's administration or the employment of faculty and staff.	12/17/2020 12:59 PM
214	Not sure	12/17/2020 12:44 PM
215	The Town is beginning the discussion.	12/17/2020 12:29 PM
216	I haven't really seen anything outside of this survey	12/17/2020 12:13 PM
217	The schools do a nice job and the library.	12/17/2020 11:58 AM
218	Reach out/advertise opening to all faiths/groups to ensure there is representation on committees and in leadership positions for the town.	12/17/2020 11:55 AM
219	It's an inclusive and diverse community.	12/17/2020 11:49 AM
220	Everyone is becoming more aware of the need to address these issues	12/17/2020 10:31 AM
221	The high tech and medical based companies are responsible for bringing in highly educated persons from Asia and immigrants from Europe.	12/17/2020 8:00 AM
222	Since route 93 was built, Andover has grown to be a diverse community and I have never seen any issues related to race.the	12/17/2020 7:32 AM
223	A desire to do the right thing. A desire to learn as evidenced by this survey and initiative.	12/17/2020 12:03 AM
224	The elementary schools/teachers seem to celebrate and support all	12/16/2020 10:11 PM
225	Andover seems to be attempting to improve upon the current situation as evidenced by seeking input from the community.	12/16/2020 8:47 PM
226	#11 and #12 are questions....they CANNOT be answered by ANY of the 5 selections. Questions like this are answered Yes or No. Whoever designed this obviously does not understand the English language. I have lived in Andover for more than 30 years. This survey and the resulting activities is a complete waste of Town resources. You are trying to create issues where there are none. Very disappointed in our Town leadership.	12/16/2020 8:03 PM

Town of Andover

227	In the past few years, a small majority of the Select Board appears to want to move the Town forward in these areas. This is at least some progress after decades of status quo archaic thinking and behavior.	12/16/2020 7:26 PM
228	None	12/16/2020 7:03 PM
229	They are finally becoming more aware !!	12/16/2020 6:42 PM
230	Diversity exists in Andover for sure and non-profit programs and organizations (ASM, ABC, etc) have been great in supporting it but certainly more could be done	12/16/2020 6:08 PM
231	Andover High School has supported the diverse ABC of Andover program for more than 50 years.	12/16/2020 5:27 PM
232	Schools are beginning to offer more diverse programming to celebrate students' backgrounds and cultures.	12/16/2020 5:12 PM
233	The town isn't all white, and that's a good thing.	12/16/2020 3:47 PM
234	There is a small part of the population that is interested in the issue.	12/16/2020 3:41 PM
235	Open to people of all backgrounds and race at the lower levels	12/16/2020 3:33 PM
236	The new DIVERSE initiative, Courageous Conversations	12/16/2020 2:55 PM
237	Many good individuals who care about these issues. Commitment to improving DEI.	12/16/2020 2:49 PM
238	The town needs to primarily lead by example in hiring a more culturally and racially diverse staff. Other programs and initiatives need to be carefully thought out by way of funding. If the town were try to "force" programs that did not have a unifying affect and also cost taxpayer dollars, it would be ripe for failure. Start within, lead by example, build a foundation of inclusion, equality, and diversity.	12/16/2020 2:13 PM
239	there is a sense of respect for other cultures and inclusion in town	12/16/2020 2:10 PM
240	Senior Ctr. makes concerted effort to include other cultures, languages, races & nationalities in their program offerings.	12/16/2020 2:00 PM
241	I have not witnessed much in the way of strength with respect to diversity.	12/16/2020 1:25 PM
242	Community tends to speak out and others lead the charge for change.	12/16/2020 12:44 PM
243	Aa	12/16/2020 11:46 AM
244	Anyone can live here. There are no restrictions except your own budget, which is true everywhere.	12/16/2020 11:39 AM
245	I have no strong opinion as to witnessing first hand how. Andover politics are conducted. Just what I read.	12/16/2020 11:36 AM
246	n/a	12/16/2020 11:08 AM
247	We've become a more diverse community due to population changes in recent decades.	12/16/2020 11:03 AM
248	faith communities	12/16/2020 10:39 AM
249	This survey and hiring a diversity consultant to guide leadership.	12/15/2020 10:52 PM
250	I have lived in Andover for 36 years and all of my children have been through the school system, my youngest at the high school. My children have had relationships with children of other cultures and races without difficulties.	12/15/2020 10:44 PM
251	The youth center has stepped up as a strong voice for equality.	12/15/2020 7:58 PM
252	Andover's strength is in its schools and libraries. Staff makes ongoing efforts concerning inclusion and diversity.	12/15/2020 4:23 PM
253	The library and the towns recreation department	12/15/2020 3:59 PM
254	Growing immigrant / international population	12/15/2020 12:30 PM
255	Great town, very inclusive.	12/15/2020 11:50 AM

Town of Andover

256	The town of Andover has a somewhat racially diverse population. More BIPOC families are Asian than black or Hispanic though. Andover definitely lacks socio-economic diversity which is due to the cost of living here. I find my friends and colleagues often engaged in discussion about diversity and actually doing things to help, like the black and brown shop at South Church and the regular demonstrations about diversity and peace. Phillips Academy brings much diversity to our community.	12/15/2020 9:31 AM
257	they listen when there is a problem	12/15/2020 9:20 AM
258	It is refreshing to see the diversity from Phillips Academy now and then on Main street.	12/15/2020 7:53 AM
259	None, sorry! there are a few shops in Downtown were folks are nice, however that is very short of a strength	12/14/2020 10:09 PM
260	Scarecrows allow for groups in town to express their platform publicly. Open spaces are inclusive- library, parks, etc. YMCA is welcoming and was incredible to the community during the gas disaster Youth Center and Senior Center	12/14/2020 9:36 PM
261	this survey, church signs	12/14/2020 9:17 PM
262	The library and the towns recreation department	12/14/2020 8:32 PM
263	Annual town Fair, andover rec are generally very inclusive.	12/14/2020 7:54 PM
264	There are enough people from various ethnic and racial backgrounds- town needs to use it and provide opportunities without bias	12/14/2020 7:18 PM
265	Unknown to me. I know we are a diverse community in terms of affluent Asian and Indian cultures, but not as much with the Black and Latino communities.	12/14/2020 4:36 PM
266	They are making an effort to listen and learn..	12/14/2020 3:38 PM
267	This survey	12/14/2020 3:10 PM
268	The library seems to try.	12/14/2020 12:35 PM
269	I find Andover to be sensitive to an individual's cultural, race issues	12/14/2020 12:08 PM
270	Willingness to address this issue and engaging public.	12/14/2020 10:54 AM
271	You stress diversity but not in a positive way. Very one sided. All lives matter just not one ethnic group.	12/14/2020 10:52 AM
272	More diverse ethnic groups are moving to the Town of Andover without feeling discriminated against based on their ethnic groups.	12/13/2020 8:21 PM
273	There are diverse people in Andover.	12/13/2020 5:58 PM
274	They kind of just sweep things under the rug and say they will do something but they don't.	12/13/2020 12:07 PM
275	The town appears to open.	12/13/2020 12:00 PM
276	Police handling of incidents	12/13/2020 11:11 AM
277	I appreciated the statement released by the town in the wake of the highly offensive and racist lawn signs in one resident's yard.	12/12/2020 7:06 PM
278	low income housing	12/12/2020 2:31 PM
279	People are people regardless of color, ethnicity - treat others as you want to be treated	12/12/2020 1:44 PM
280	1) Creation of the Diversity group 2) Diversity audit at the library and its commitment to having items and programs with respect to diversity, equity, and inclusion.	12/12/2020 12:00 PM
281	That you are doing this to start! Willingness to have the conversations and keeping these issues in the forefront of minds and plans is so important. Everything I've seen from the Youth Center is a model of good policy and communication and action.	12/12/2020 9:16 AM
282	The school district and AYS seem to have placed an emphasis on inclusive, equitable educational and recreational opportunities for all children in town.	12/11/2020 6:10 PM
283	Andover Public Schools' population	12/11/2020 1:03 PM

Town of Andover

284	Diverse residents.	12/11/2020 12:45 PM
285	APS has participated in several diversity awareness building programs such as Challenge Day and Facing History & Ourselves.	12/11/2020 12:07 PM
286	I think Andover as a town has residents and organizations who are doing good work in spite of the town, not because of it.	12/11/2020 11:34 AM
287	I think that it is good that the town is doing this survey and creating a group dedicated to do better by diversity, equity, and inclusion.	12/11/2020 10:58 AM
288	I don't have any.	12/11/2020 10:37 AM
289	Andover, as a community, has a strong desire to improve and practice inclusion (however, this town is predominately white, waspy, and most white people have not been working, living or being in a community or group where they are a minority).	12/11/2020 10:26 AM
290	1. It is good that Andover is beginning to address the issues of racism by doing this surgery and putting together a committee of people to make improvements. 2. Andover Youth Center is doing an awesome job to help young people feel included.	12/11/2020 10:17 AM
291	As a resident, I have to say that the library is the only space that makes a clear effort through its programming to include diverse voices and creates activities where these different groups come together. Especially the Children's room.	12/11/2020 10:04 AM
292	The churches I've visited have made me feel comfortable. Some of the business owners/workers are super nice. Some have a long way to go. The town offices/poll workers assume that being of another race means your stupid and perhaps don't understand English.	12/11/2020 9:04 AM
293	Andover is very diverse and accepting.	12/11/2020 8:43 AM
294	Individual schools do a decent job with diversity and inclusion	12/11/2020 8:12 AM
295	Willingness to learn and change Recognition of need to change	12/11/2020 8:11 AM
296	Those hired in small businesses are diverse in ethnicity.	12/11/2020 7:53 AM
297	Lots of resources to go and check out.	12/11/2020 5:38 AM
298	Stop this fucking non sense	12/10/2020 10:09 PM
299	ANDOVER is slowly becoming more diverse. ANDOVER is starting to pay attention to issues equity and inclusion in relation to people from marginalized groups.	12/10/2020 8:56 PM
300	When I was a student at AHS a class Race in America was implemented, taught by one of our only if not only BIPOC woman teacher, who is amazing. I'm sure many schools don't have a class like this (although this class is not required, which I disagree with).	12/10/2020 7:51 PM
301	Great sense of community	12/10/2020 6:30 PM
302	I think the town of Andover, it's Town Manager and Police / Public safety do an amazing job of addressing issues or potential issues as well do a lot of training and education around these issues.	12/10/2020 6:26 PM
303	The Youth Center has a clear and public commitment to racial equity that makes us hopeful.	12/10/2020 6:14 PM
304	Individual teachers, not being directed by the town, educate on DEI. The town gives permits to DEI events.	12/10/2020 5:59 PM
305	willing to start the discussion	12/10/2020 5:22 PM
306	Elementary Shools do a good job	12/10/2020 4:56 PM
307	This survey is a strength. The Faith leaders in Andover are a strength. The library programming is a strength. The Principal at Sanborn Elementary, and the culture he is nurturing is a strength.	12/10/2020 4:41 PM
308	All of the above.	12/10/2020 4:31 PM
309	we haven't been directly involved with any racial issues or concerns so I haven't witnessed how the town has responded. I do know the schools try to address inclusiveness.	12/10/2020 3:53 PM

Town of Andover

310	Senior Center (when it's open!)	12/10/2020 3:31 PM
311	Andover talks a good game, but there is little follow through.	12/10/2020 3:13 PM
312	AYS, Local churches	12/10/2020 3:07 PM
313	There is a strong sense of community and getting involved	12/10/2020 2:47 PM
314	At my school we are working on it; the C3 committee is doing great work at the district wide level.	12/10/2020 2:27 PM
315	Andover youth services is the only interaction I've had with town services since we moved here in July. They seem to be doing a good job with inclusion, however, I am cisgender and white and am probably not the best at determining the strengths of inclusivity efforts.	12/10/2020 2:25 PM
316	1. Diverse population	12/10/2020 2:22 PM
317	OCON, new literature additions to classroom libraries, Andover Teacher PD course offering	12/10/2020 2:13 PM
318	Working in the schools I have seen diversity in the town's choices of school principals.	12/10/2020 2:02 PM
319	Putting the issues to the forefront and that it is a priority for Town Administration is comforting to know.	12/10/2020 1:46 PM
320	Past school district staff learning and professional development	12/10/2020 1:15 PM
321	I have no experience with these issues.	12/10/2020 1:00 PM
322	There are a number of students at the high school where I work that are from different backgrounds. Many of them are in some of the low income housing. Some of them are my best students. Housing opportunity seems to be a strength for the town.	12/10/2020 12:32 PM
323	resource availability willingness to address the issues	12/10/2020 12:15 PM
324	I am forever grateful that when we moved here 20 years ago, our 2 kids (who had had several experiences changing schools already) found a relatively friendly reception in their elementary school and in our neighborhood (although size of elementary school was a bit overwhelming). They had a range of experiences with town sports, depending on the sensitivity or lack thereof of coaches. Training here on how to coach youngsters might help. Bonnie Spurr could give the training! I have been impressed with and heartened by TM Flanagan's office's apparent commitment to and public statements about diversity, equity, or inclusion. Library programming has courageously demonstrated commitment to programming that airs these issues.	12/10/2020 12:14 PM
325	Leadership of library with courageous conversations. Hiring of consultants to dig into racism and diversity.	12/10/2020 11:57 AM
326	They try their best to be inclusive,	12/10/2020 11:50 AM
327	i think Andover has always been proud of our inclusion of students from all cultures. We had the ABC program at the high school, and have always been accepting of all disabilities. Having Phillips Academy students in town from all around the world has been as asset.	12/10/2020 11:21 AM
328	I try to stay out of town politics!	12/10/2020 11:19 AM
329	Education teaches diversity	12/10/2020 11:19 AM
330	Glad that you have put this survey in place. Many of us will be interested to see both the statistics of the likert questions and the verbatim comments that you receive.	12/10/2020 11:10 AM
331	All things considered I think the Town is doing a good job of inclusion. The school department needs to work on it.	12/10/2020 10:56 AM
332	I think they do more than other communities.	12/10/2020 10:54 AM
333	welcoming, friendly	12/10/2020 10:34 AM
334	The Town immediately acts when any issue is raised regarding potential or actual bias or discrimination.	12/10/2020 10:21 AM
335	The library tries hard to be inclusive and aware of equity and diversity. I believe the businesses downtown are also very inclusive.	12/10/2020 10:14 AM

Town of Andover

336	The schools are constantly aware of this issue and are always working to make things better.	12/10/2020 10:11 AM
337	Don't have enough information to answer.	12/10/2020 9:55 AM
338	Town Meeting is open to all	12/10/2020 9:47 AM
339	There seems to be a want for change to be more inclusive	12/10/2020 9:46 AM
340	Inclusion of all religions and culture Celebrate accomplishments of all cultures	12/10/2020 9:45 AM
341	Andover has over reacted to this issue to the pint of loosing credibility of its Citizens	12/10/2020 9:43 AM
342	The Town of Andover is very responsive to incidents and they are very receptive to learning more about diversity in the community.	12/10/2020 9:37 AM
343	try to accommodate all	12/10/2020 9:35 AM
344	I think the high school is pretty accepting .	12/10/2020 9:34 AM
345	I am not aware	12/10/2020 9:28 AM
346	I am an American who was born and raised in Massachusetts. My parents still live in Andover. We are Bangladeshi by race and ethnicity as well as American by ethnicity and nationality. I can tell you that growing up during the early 00s, I had no issues other than joking amongst friends in terms of race, gender, and sexuality. However, I have definitely experienced and continue to experience micro aggressions or overt verbal/digital correspondence that has been racist. but people of color in my circle of family and friends are not down with cancel culture or 'wokeness' whatsoever. Race, gender, sexuality, and religion are incredibly complex. I am also Sunni Muslim with a partner who is white and Catholic and part of the LGBTQ+ community. I preface all of the above because I cannot speak to Andover's strengths to equity and inclusion as of now or in the past decade, since I have not been living or working in this town until this past summer. However, i hope the town addresses any shortcomings that do exist when it comes to race, class, and religion by being honest and having truly grounded conversations. Otherwise, no progress will be made and we will operate out of fear instead of sincerity and community.	12/10/2020 9:18 AM
347	All cultures seem to blend well in Andover when I see students mingling in Town and around public places.	12/10/2020 9:12 AM
348	They make an attempt to respect diversity,equality and inclusion but seldom fallow through	12/10/2020 9:01 AM
349	Quick to respond when problems arise	12/10/2020 8:56 AM
350	Proactive in developing a full time position to address concerns	12/10/2020 8:54 AM
351	Efforts made by building principals, program advisors and teachers to present an inclusive curriculum to our students and training to staff. There should be more of this.	12/10/2020 8:53 AM
352	Andover Youth Services	12/10/2020 8:46 AM
353	Town's people are rarely overtly racist.	12/10/2020 8:45 AM
354	It is clear that there is a core belief in the town that diversity and inclusion are good for all of us. There continue to be many opportunities to experience different cultural events (well, when there isn't a pandemic) in town.	12/10/2020 8:35 AM
355	The attempt to have a diversity position for the town.	12/10/2020 8:33 AM
356	My experience with the school system has been positive.	12/10/2020 8:31 AM
357	IDEA, teacher training	12/10/2020 8:30 AM
358	West Elementary School started a group to celebrate diversity within it's school environment, and promote educational opportunities surrounding different faiths and cultural backgrounds. The school system's policies regarding equality for gender non-conforming students	12/10/2020 8:23 AM
359	It seems like the people in the schools are doing well to bring racial issues to light	12/10/2020 8:15 AM
360	Inclusivity in schools at the elementary level	12/10/2020 8:14 AM
361	They are at least trying to address the issue.	12/10/2020 8:06 AM

Town of Andover

362	The current effort to assess the issues is a good first step. The recent panel on affordable housing on which the town planner presented shows some commitment to diversity. The library is doing a fantastic job of hosting events and publicizing opportunities around diversity in their weekly newsletter. Having a social worker working with police to address addiction issues is a good example of how we should shift the balance of "power" from law enforcement to community engagement and support.	12/10/2020 8:05 AM
363	Can't think of any	12/10/2020 8:03 AM
364	Very inclusive, non judgmental community	12/10/2020 7:48 AM
365	Cultural Climate Committee in the schools Various groups led by interfaith leaders	12/10/2020 7:44 AM
366	Residents seem willing to elect the most qualified candidates regardless of race, religion, and gender.	12/10/2020 7:41 AM
367	The middle schools have been working to directly instruct staff and students on issues surrounding diversity and equity including hate speech, microaggressions, etc.	12/10/2020 7:34 AM
368	open to discuss issues	12/10/2020 7:29 AM
369	There are anti-discrimination laws and policies on how to handle complaints.	12/10/2020 6:32 AM
370	A very robust interdenominational religious community dedicated to help people be inclusive, and understanding diverse religious/ethnic communities	12/10/2020 5:33 AM
371	I think that Andover is trying to address the issue which is a strength. I also think that they are allocating resources and funds to try to help.	12/10/2020 5:28 AM
372	The Andover Youth Services staff and programs are an example of respect and inclusiveness.	12/10/2020 12:29 AM
373	Having this conversation is the beginning	12/9/2020 11:18 PM
374	Youth center is doing a great job in diversity.	12/9/2020 11:15 PM
375	The library had been offering thoughtful programming as well as Grassroots leaders willing to take this on	12/9/2020 11:04 PM
376	I was born and raised in Andover, was one of the first Asian families who settled in this area, and moved back here to raise my own family after graduate school. My parents have lived here in the Baker's Meadow area for over 50 years and are still in their original house. My mother worked at the Andover High School library, then the Memorial Hall Library. We have always felt included for the most part - the discrimination we ever experienced was passive due to ignorance rather than outward, active abuse. I have always loved this town and its history and have always been proud to be part of this community.	12/9/2020 11:03 PM
377	Everyone is listened too and opinions respected	12/9/2020 10:59 PM
378	Public reaction to recent events	12/9/2020 10:58 PM
379	willing to speak about diversity, equity, or inclusion	12/9/2020 10:38 PM
380	ANDOVER REALLY OPENS IT BORDERS TO DIFFERING ETHNICITY, RACE AND RELIGION WE HAVE REALLY ENHANCED THE AFFORDABLE HOUSEING IN ANDOVER	12/9/2020 10:15 PM
381	The school department has Cultural Climate Committees in every school building	12/9/2020 10:04 PM
382	They are beginning to participate in courageous conversations.	12/9/2020 9:52 PM
383	The schools are doing a great job in that area up to middle school.	12/9/2020 9:24 PM
384	They don't tolerate inappropriate behavior when it comes to racism. We look for diverse candidates when hiring in school.	12/9/2020 9:24 PM
385	We have done a pretty good job. Please do not waste my tax money on unnecessary work to damage my community as a whole.	12/9/2020 9:24 PM
386	There should be no "strength wrt diversity". Treat everyone the same. I think Andover does a good job at that.	12/9/2020 9:23 PM
387	People of color teaching at the high school.	12/9/2020 9:12 PM

Town of Andover

388	The schools are trying their best in this area.	12/9/2020 9:01 PM
389	School are starting to clearly address what micro aggressions are.	12/9/2020 8:56 PM
390	The town seems like a welcoming town to anyone that wants to live there	12/9/2020 8:55 PM
391	The youth center does an incredible job of making kids feel welcome.	12/9/2020 8:44 PM
392	The school systems have implemented anti-racist programing in some of the schools - teachers are becoming more educated on issues of race, diversity, and equity in a more authentic way.	12/9/2020 8:38 PM
393	I think they spend lots of money to include everyone	12/9/2020 8:30 PM
394	I cannot think of any	12/9/2020 8:29 PM
395	The town n is more open to listening to concerns and attempting to address problems	12/9/2020 8:28 PM
396	Wide array of affordable housing options Diverse faith communities	12/9/2020 8:20 PM
397	Youth center, MVBBV Juneteenth celebration, school curriculum on race/diversity, MHL conversations	12/9/2020 8:19 PM
398	Commitment to affordable housing projects, newly formed diverse committee.	12/9/2020 8:13 PM
399	Youth sports Youth center	12/9/2020 8:10 PM
400	Youth Center does a good job.	12/9/2020 8:05 PM
401	Schools and the Youth Center do a great job of offering programs to include all children.	12/9/2020 8:03 PM
402	I can't say that I know any strengths in particular	12/9/2020 7:53 PM
403	I think the folks at the Cormier Youth Center are playing an important role in supporting youth of diverse backgrounds. I'm not part of that effort, so I don't know its details well enough to say whether or not they could do more. I'm not aware of any other efforts in town to support residents of diverse backgrounds.	12/9/2020 7:48 PM
404	Open, will to make changes	12/9/2020 7:42 PM
405	Asian community	12/9/2020 7:41 PM
406	They promote events and call out racist behavior.	12/9/2020 7:39 PM
407	Diversity among all classes. Many immigrants.	12/9/2020 7:37 PM
408	The schools do quite a bit	12/9/2020 7:32 PM
409	Youth program does a great job with inclusion	12/9/2020 7:32 PM
410	learning about different countries (kenya, mexico, china, india) as part of the social studies unit in elementary schools	12/9/2020 7:28 PM
411	Some diversity is tolerated.	12/9/2020 7:19 PM
412	I appreciate that HR is asking these questions. I also like to see the steps that the schools have taken to become more inclusive.	12/9/2020 7:10 PM
413	Willingness to work on changing	12/9/2020 7:10 PM
414	Well balanced culture enrichment activities	12/9/2020 7:09 PM
415	I feel the town is divers in population. That is a strength in itself. Inclusion is lacking on school side.	12/9/2020 7:00 PM
416	I feel like 95 percent of Andover is very accepting/inclusive of all races, genders, cultural backgrounds and willing to fight for equal treatment. It is a shame 5 percent of the people can ruin the positive energy put out there by the 95 percent. Most of my friends who are people of color have not experienced any racism or being treated differently/unfairly in Andover.	12/9/2020 6:53 PM
417	This survey and recent events/conversations are what needs to happen.	12/9/2020 6:50 PM
418	Willingness at this time to seemingly hold a conversation	12/9/2020 6:48 PM

Town of Andover

419	Andover youth services and Merrimack valley black & brown voices. Other than that, it's a bunch of privileged white assholes.	12/9/2020 6:47 PM
420	Question 7 doesn't make sense. I'm sure any business is welcome if they pay the rent.	12/9/2020 6:47 PM
421	Many black lives matter signs	12/9/2020 6:47 PM
422	The youth center and the Merrimack valley black and brown voices	12/9/2020 6:46 PM
423	Idea committee at High Plain Elementary	12/9/2020 6:45 PM
424	I work for the APS-all of the Town does their part on all of the above. What else is there to say-you will NEVER please everyone.	12/9/2020 6:45 PM
425	The schools do a good job of promoting awareness among teachers. Recent news seems to indicate that the town as a whole has issues related to diversity.	12/9/2020 6:40 PM
426	I moved to Andover specifically because of how tolerant the town is to gender identity, racial and ethnic backgrounds. I feel that the community has a strong desire to be a better place. A place where all are welcomed and differences celebrated. I love living here and am thankful everyday for choosing Andover.	12/9/2020 6:37 PM
427	Proactive about trying to change.	12/9/2020 6:34 PM
428	Helping those in need	12/9/2020 6:34 PM
429	Need to be more proactive (vs. reactive when issues occur).	12/9/2020 6:24 PM
430	Not sure... How does a person find out what the town is doing to address this issue?	12/9/2020 6:17 PM
431	???? I have lived in Andover for more than 27 years and have experienced challenges regarding systemic racism in terms of policing, schools administration and unfair treatment of my kids, etc. I have not seen anything in regards to Andover strength with diversity, equity, or inclusion.	12/9/2020 5:23 PM
432	Glad to see town of Andover supporting Habitat & ACT on Lupine Road. We need more opportunities for Affordable housing options.	12/9/2020 5:08 PM
433	Effort is noted; More work needs to be done	12/9/2020 5:05 PM
434	The town is actually a very diverse place. I truly enjoy meeting people that live here who are from all over the world.	12/9/2020 4:39 PM
435	School population is diverse and my children have grown up with friends of diverse backgrounds and experiences.	12/9/2020 4:33 PM
436	People here seem to be very on board with responding to the George Floyd tragedy with sympathy and signs in their yards. Neighbors tend to be kind and ready to say hi on paths.	12/9/2020 4:18 PM
437	Inclusion, welcoming	12/9/2020 4:12 PM
438	1. Recent reaction to incidents on Whittier Street	12/9/2020 3:59 PM
439	Phillips academy is an example of multicultural multiracial student body and staff.	12/9/2020 3:51 PM
440	That we are talking about the issues is a start.	12/9/2020 3:20 PM
441	This effort the town is making to learn more about the issue and to reach out to residents is a good sign, but I don't feel that I know enough about what the town is doing beyond this to judge the town's strengths.	12/9/2020 3:16 PM
442	I don't think Andover addresses diversity but I have no confidence that will change regardless of what is spent to do so. Please don't waste more tax dollars.	12/9/2020 3:12 PM
443	recognizing there is a problem	12/9/2020 3:09 PM
444	Very tolerant	12/9/2020 2:58 PM
445	I think as the Town's population has changed over the past several years, the Town has had to respond to the changes in the community. I think there has been community interest in becoming more accepting and accommodating to diverse groups that are becoming representative of the Town's population.	12/9/2020 2:54 PM

Town of Andover

446	I tis a diverse multi-cultural community	12/9/2020 2:35 PM
447	I would never raise my children, who will be people of color, in Andover because I had a severely traumatizing experience growing in this town my entire life. I don't remember most of my childhood as a result and never felt comfortable even walking in this town.	12/9/2020 2:25 PM
448	The high school is not diverse, which of course cannot be changed in a year, but the addressing of racist actions has been lacking. When the students are held accountable, the future of our community will shine brighter.	12/9/2020 2:11 PM
449	Sending out this survey is a good first step.	12/9/2020 2:02 PM
450	There seem to be very visible signs - via banners, events, etc - in support of LGBTQ community and BLM.	12/9/2020 1:58 PM
451	Andover has some racial and ethnic diversity in its population.	12/9/2020 1:58 PM
452	Going back even to the 19th century Andover has always been a home for leaders in the struggle for civil rights and equality. The town doesn't appear to have any official policies that are racist, and even the cops seem fairly benign.	12/9/2020 1:55 PM
453	most people are very friendly and kind allies. Surrounded by very diverse towns such as Lawrence, Lowell. easy access to Boston.	12/9/2020 1:52 PM
454	I send my daughter to Pike, in part because it is so diverse.	12/9/2020 1:43 PM
455	In the last few decades, I feel that we have increased the diversity of the town. Continue this.	12/9/2020 1:41 PM
456	various ethnic groups working	12/9/2020 1:37 PM
457	Library materials	12/9/2020 1:36 PM
458	The meetings we used to have at the Old town hall were very inclusive and enjoyable to attend	12/9/2020 1:34 PM
459	Efforts are being made. Have a committee set up to study the challenges, however, the original chairman should have been kept despite the objections people made in regard to his race.	12/9/2020 1:17 PM
460	Unable to identify any.	12/9/2020 1:14 PM
461	Included the Black and Brown group at the Farmers Market	12/9/2020 1:11 PM
462	Rich cultural background	12/9/2020 1:05 PM
463	School administration does a good job of including and recognizing the diversity of the student body	12/9/2020 12:51 PM
464	Schools work to include diversity in curriculum and to treat students fairly.	12/9/2020 12:43 PM
465	That the Select Board includes 2 women. That the Town is taking up this issue seriously is encouraging. What pro-active steps are taken to address these issues will be the test.	12/9/2020 12:42 PM
466	Good that we are finally addressing these issues and bringing awareness to all.	12/9/2020 12:39 PM
467	multicultural neighborhoods: When we moved here a couple of decades ago, we feared that our son would grow up with a homogenous neighborhood population within an all white school system. We wanted him to have an inner sense of acceptance and tolerance which can only be developed within a community of diversity. We had nothing to worry about because our neighborhood and his classrooms represented numerous ethnic and cultural backgrounds as well as various lifestyles.	12/9/2020 12:35 PM
468	Fly rainbow flag	12/9/2020 12:30 PM
469	establishing a committee to evaluate racism in town	12/9/2020 12:30 PM
470	As an immigrant from Eastern Europe, I find Andover as a welcoming town and my new home. We are grateful to our town as well as to APS for a great place to live and study.	12/9/2020 12:30 PM
471	Habitat House being built on Lupine Rd a good step. Fury over the negative reactions from locals over hiring a POC for diversity office welcoming	12/9/2020 12:27 PM
472	I think as a whole Andover wants to care about diversity, I feel like my neighbors are good,	12/9/2020 12:21 PM

Town of Andover

inclusive people. But I think there's behind closed doors racism, and it comes out in our kids and they behave on social media.

473	This survey demonstrates interest. Library resources.	12/9/2020 12:18 PM
474	Andover has far more affordable housing than other Metro Boston suburbs of similar socio economic demos. ANDver hfrom which to build. as a much higher rate of minorities than Winchester, Lexington, Hingham or other comparable towns. This gives us a bse	12/9/2020 12:18 PM
475	It is preoccupied with addressing non-issues such as this.	12/9/2020 12:18 PM
476	Much like the most of the rest of the country, there is no actual issue with racism in Andover, only perceived issues fabricated by certain people. Strength comes from treating everyone equally, with no special treatment, or even acknowledgement of so-called marginalized groups. If you work hard and are a good person, you can thrive anywhere in America. Andover has innumerable examples of this, and that is our strength. Our weakness is diversity task forces and whistleblowers sounding alarms over frivolities.	12/9/2020 12:16 PM
477	Use of emails and social media to inform the community	12/9/2020 12:12 PM
478	Library titles reflect these efforts and we are grateful. We appreciate the existence of any projects that expand truly affordable, quality housing. We know there have been small steps which we applaud, but we need big strides!	12/9/2020 12:11 PM
479	A lot of Low income housing Many special Ed students	12/9/2020 12:09 PM
480	Making everyone feel included.	12/9/2020 12:07 PM
481	We are not 90% white like some well to do suburbs.	12/9/2020 11:59 AM
482	0	12/9/2020 11:58 AM
483	racist police corrupted gilbert's and gaffney	12/9/2020 11:57 AM
484	There is some diversity among town staff. The town issued this survey to find out more.	12/9/2020 11:50 AM
485	The numbers. Andover has a significantly diverse population	12/9/2020 11:47 AM
486	Senior Town management is fair when issues are brought to their attention.	12/9/2020 11:45 AM
487	The Community Garden is one of the most diverse groups in town.	12/9/2020 11:39 AM
488	Willingness to access diversity, equity and inclusion.	12/9/2020 11:38 AM
489	The schools do foster a sense of inclusion	12/9/2020 11:36 AM
490	I strongly disagree	12/9/2020 11:36 AM
491	Department supervisors seem, at least on the face of it, willing to address problems when they appear. But can they be proactive?	12/9/2020 11:35 AM
492	No insight	12/9/2020 11:34 AM
493	The BIPOC youth at the high school and BIPOC residents who are just trying to survive.	12/9/2020 11:31 AM
494	Andover does a good job in the area of age diversity -- supporting seniors, opportunities for youth and in non-pandemic times social scene for 30-60-somethings.	12/9/2020 11:30 AM
495	Inclusion and professionalism. Wonderful police department.	12/9/2020 11:30 AM
496	Creating this poss is a good step in the right direction	12/9/2020 11:25 AM
497	Awareness	12/9/2020 11:24 AM
498	none needed	12/9/2020 11:09 AM
499	The diversity committee. South Church has done the most in this town to give BLPOC a place and a voice.	12/9/2020 11:06 AM
500	It's encouraging that there's a committee working on this and that town management has made a commitment, but more needs to be done to involve the people who are being excluded and not being reached.	12/9/2020 11:05 AM

Town of Andover

501	Feel welcomed by my neighbors.	12/9/2020 10:58 AM
502	To be honest, I am not aware of Andover's efforts regarding diversity, equity, or inclusion. I am aware the Andover School system implemented recognition and acknowledgement of religious holidays celebrated by all races not just days off for Jewish/ Christian holidays - this was a big step towards inclusion and much appreciated!	12/9/2020 10:54 AM
503	Public buildings are welcoming	12/9/2020 10:51 AM
504	1 Good Schools draw good residents regardless of background 2 There is a commitment to Equal OPPORTUNITY	12/9/2020 10:36 AM
505	None	12/9/2020 10:32 AM
506	Very good	12/9/2020 10:22 AM
507	Our community and schools are very diverse..and people are respected for their diversity...I am from a "minority group" and feel respected and a full part of the Andover community...I think Andover is exceptional	12/9/2020 10:19 AM
508	education, town based programs, Sr & youth center	12/9/2020 10:05 AM
509	As a recently retired middle school teacher, I saw every possible effort made on a consistent basis to fully include every member of our school community, including students, staff, and visitors. This encompasses a multitude of races, languages, intellectual ability, and sexual orientation. In my 28 years as an Andover resident I've also seen great promotion of acceptance and equality in the town's many religious and spiritual institutions.	12/9/2020 9:53 AM
510	None.	12/9/2020 9:52 AM
511	- more open to DEI-related conversations, even when they are challenging - engaging more diverse voices and content experts	12/9/2020 9:44 AM
512	Fabulous library as a resource and safety -net for the whole town.	12/9/2020 9:26 AM
513	multiple religious and minority community venues for celebrating diversity. Philips Academy as a world class venue for multi cultural learning and experiences.	12/9/2020 9:22 AM
514	All are treated equally	12/9/2020 9:18 AM
515	People have the freedom to protest.	12/9/2020 9:18 AM
516	The strength to use survey MONKEY software! It takes guts to use this when wanting to address diversity issues!	12/9/2020 8:47 AM
517	Attempts being made to bring issues of diversity, equity and inclusion to the forefront, like this survey.	12/9/2020 8:44 AM
518	Performative: Statements made public on the Town's (different entities) stance; just words to say we said it.	12/9/2020 8:32 AM
519	Andover is a diverse town. I personally am drawn towards people who are more inclusive and avoid people who are openly abrasive or underhandedly mean. So there is a good pool of people to choose from. AYS had a brown Elsa in Frozen just based on talent- that was wonderful.	12/9/2020 8:30 AM
520	None. Marginalized groups have no interest in participating in town activities as the do not feel welcomed or safe. Prefer to visit town on own time or just for transactional activities.	12/9/2020 8:28 AM
521	Schools are very inclusive. Sports is inclusive.	12/9/2020 8:21 AM
522	Residents I am aware of in Andover are very respectful of the D&I.	12/9/2020 8:18 AM
523	Neighborhoods are more mixed now ABC house and more students of color in town	12/9/2020 8:17 AM
524	The Town Management Leadership team seems to be committed in helping with diversity needs and awareness. We need more of it.	12/9/2020 8:03 AM
525	Its openness, the willingness of leadership to start the conversation	12/9/2020 7:52 AM
526	This survey is a good first step	12/9/2020 7:45 AM

Town of Andover

527	There are many women town employees and in leadership positions	12/9/2020 7:39 AM
528	Diversity activities at school, neutral decorations for holidays, lots of programs, groups and school clubs for inclusion.	12/9/2020 7:30 AM
529	I commend the towns interest in learning more about how residents feel about these issues.	12/9/2020 6:54 AM
530	School committee, Dr Berman and most of APS have done a good job for our schools.	12/9/2020 6:41 AM
531	Open to other groups.	12/9/2020 6:26 AM
532	Schools are very inclusive!	12/9/2020 6:19 AM
533	4	12/9/2020 3:22 AM
534	Employment	12/8/2020 11:34 PM
535	This Diverse Working Group is a great addition.	12/8/2020 11:15 PM
536	I think there is a desire to be inclusive. I like that many of the faith based institutions around town proudly display Black Lives Matter signs.	12/8/2020 10:35 PM
537	The library community is fantastic and offers discounts for cultural events and facilities	12/8/2020 9:59 PM
538	The Town Manager has made these 3 topics a current priority and is generating focus and publicity on these topics. This is long overdue so happy it is now in the forefront.	12/8/2020 9:59 PM
539	Making the effort to be more inclusive in an intentional way. Selecting books at Andover Bookstore.	12/8/2020 9:53 PM
540	That there is an internationally recognized boarding school in town.	12/8/2020 9:34 PM
541	The Town is sending out this email to gain a baseline set of data. I believe that our current Select Board is interested in working on this issue. Thank you.	12/8/2020 9:29 PM
542	Andover Youth Services is one of our towns biggest strength in addressing issues.	12/8/2020 9:28 PM
543	Andover has a community feel. Most people are very helpful.	12/8/2020 9:09 PM
544	I think the town listens to peoples concerns but I don't think they follow through with consequences for negative racist behavior. I do think that they are trying to learn to do better.	12/8/2020 9:09 PM
545	-more school info has the ability to be translated on website -the superintendent always would always extend a well written statement after some horrific event in the town, world or country that did not support equality (for example after the Orlando nightclub shooting or after anti-semitic graffiti on desktops)	12/8/2020 9:07 PM
546	Don't know	12/8/2020 9:03 PM
547	Representation of women in local government positions	12/8/2020 9:03 PM
548	High Plain Elementary has well-behaved bring the most diverse school in Andover by evolving the curriculum and starting IDEA. I'm also looking forward to what comes out of the town's DEI committee.	12/8/2020 8:53 PM
549	Having the ABC house in Andover.	12/8/2020 8:49 PM
550	Acknowledging its importance by offering opportunities to provide feedback is key.	12/8/2020 8:45 PM
551	Public schools have D, E and I training for teachers	12/8/2020 8:41 PM
552	There is a position devoted to the issue.	12/8/2020 8:38 PM
553	Good multicultural groups	12/8/2020 8:34 PM
554	Senior community	12/8/2020 8:32 PM
555	Andover seems to have addressed the problems that have been in the news at Andover High	12/8/2020 8:32 PM
556	None that I can see.	12/8/2020 8:12 PM
557	Signs on lawns and church's about diversity	12/8/2020 8:09 PM
558	Places like South Church are able to display signs that support diversity	12/8/2020 7:57 PM

Town of Andover

559	Andover ABC Program for years has had full Town support. Many families of Asian and Indian background are fully included in town.	12/8/2020 7:53 PM
560	The town has a number of amazing people and groups who reach out to fight for what is right and what is needed. Some deal only with Andover and some deal with a wider geographical area. I am so proud of each of these people and groups. I think groups like the Kindness Collaborative are working wonders. Their work is bringing ALL people together to do good deeds for ALL people. They are teaching that we are much more alike than different. That we all have the same needs. That when we all work together as one, so much good can happen. When one reads about the people who are involved in big and little ways we see people of every color, culture, religion, age, etc. We see great people and we learn about them and they are showing diversity, equity, equality and inclusion, without even calling it out. It's happening naturally.	12/8/2020 7:53 PM
561	Creating diversity task force and addressing the issue.	12/8/2020 7:48 PM
562	Generally accepting but not very diverse	12/8/2020 7:42 PM
563	1. diverse makeup of population 2. openness	12/8/2020 7:39 PM
564	Half-hearted attempts at acceptance of Asians, Blacks, and other non-white folks, regardless of their economic situation (well off, but not "white").	12/8/2020 7:37 PM
565	Sadly none. I feel discriminated every day.	12/8/2020 7:29 PM
566	Celebration of a variety of holidays and cultures through events in the park, parades, etc. Bancroft school has a cultural awareness committee that organizes numerous great events for the students and their families	12/8/2020 7:27 PM
567	Andover is an international community and town well understands and respects that.	12/8/2020 7:21 PM
568	Diverse school population	12/8/2020 7:20 PM
569	School have cultural climate committees, strive to hire more diverse candidates	12/8/2020 7:18 PM
570	Andover is a great community but has never been diverse outside of Phillips Academy. In general people are nice and it is Massachusetts but I would not say there are strengths	12/8/2020 7:14 PM
571	I think the survey is a good indication of future intent and appreciate the group that's been put together to talk about this	12/8/2020 7:10 PM
572	Starting to develop task force / initiatives	12/8/2020 7:10 PM
573	We don't care about people's race or where they come from. We let people become the best version of themselves without obsessing over nonsense like identity/race	12/8/2020 6:56 PM
574	Culturally and intellectually diverse	12/8/2020 6:49 PM
575	Schools celebrate diversity I do not see many other opportunities (as a representative of a diverse family)	12/8/2020 6:43 PM
576	socioeconomically we have some diversity based on mixed housing and that is helpful and we have diversity based on towns we are surrounded by and influx of people to our town and schools both public and private - that is all positive. there is a sense of "click" in andover and contingencies and i have worked to find the people that make me feel a sense of belonging here.	12/8/2020 6:43 PM
577	There is strong diversity for lgbtq communities that are support.	12/8/2020 6:42 PM
578	Andover does not look like a diverse town to me at all and it is likely at least somewhat due to the cost of living and owning in this town	12/8/2020 6:41 PM
579	I am not very familiar with what the town is doing, but I appreciate that the Police Department posts about training to address these issues.	12/8/2020 6:36 PM
580	The youth center	12/8/2020 6:35 PM
581	-Paying Lip service and participating in tokenism—the feel-good theatre of social justice—without systemic change. -Some of our faith communities seem to be committed to social justice.	12/8/2020 6:25 PM

Town of Andover

582	The town seems to be willing to work towards improvement in diversity and inclusion. Several key elected and appointed members in town government value diversity and inclusion.	12/8/2020 6:17 PM
583	This survey is a start.	12/8/2020 6:16 PM
584	There are groups that address this issue that are open to everyone	12/8/2020 6:10 PM
585	Lots of cultural diversity present - racial, ethnic, religious	12/8/2020 6:03 PM
586	Great leadership!	12/8/2020 5:59 PM
587	Andover has always been open to all cultures and opinions. sometimes they go beyond.	12/8/2020 5:59 PM
588	AYS is a really welcoming organization!	12/8/2020 5:44 PM
589	I'm actually quite pleased to see the increasing diversity in the town's population in terms of race and ethnicity. When we first moved here some 33 years ago, I was astonished at the lack of diversity on all fronts -- racial, cultural, political	12/8/2020 5:18 PM
590	We have a fairly international community. We have some town leadership (elected folks) who are strongly interested in DEI.	12/8/2020 5:16 PM
591	Having PA and ABC house and the diversity they bring South Church's outward and bold inclusion and openness	12/8/2020 5:14 PM
592	The fact that the town is presenting this survey.	12/8/2020 5:12 PM
593	None	12/8/2020 5:00 PM
594	Overboard	12/8/2020 5:00 PM
595	Youth center Its ability to accept everyone	12/8/2020 4:59 PM
596	Much of the diversity Andover has as a town is due to the students and faculty of Phillips Academy; programming that is put on by the library	12/8/2020 4:56 PM
597	I have yet to experience an organized opportunity to engage in celebrating the diversity of Andover or any systemic change in societal norms (e.g. events engaging the arts featuring diverse cultural/religious representation, lectures in public venues about shifting social perspectives about historical norms, or inviting authors of color to share experiences or begin a dialogue about equity within town accessible in public venues, etc.) The public schools have organized events in the past but they appear to be a focus for a short duration of time rather than a systematic shift in the social perspective across town. This may very well be occurring but I am not aware of it at this point.	12/8/2020 4:47 PM
598	publicizes what it does to be inclusive	12/8/2020 4:44 PM
599	Race is not a concern in our daily life, all are equal and respected as individuals of our community. I play tennis with such a diverse group it's incredible that this is even being discussed. When there aren't any race issues and everyone harmoniously gets along here why do we talk about race and diversity issues. I think Andover is the most diverse and inclusive town I've ever lived in.	12/8/2020 4:42 PM
600	The town is willing to talk about it.	12/8/2020 4:39 PM
601	a number of open and reconciling churches in Andover.	12/8/2020 4:38 PM
602	Electing strong non-white leadership. Representative Tram Nguyen for example	12/8/2020 4:38 PM
603	Black Lives Matter signs around Andover, shows support although does not do much systematic or lasting change.	12/8/2020 4:35 PM
604	none	12/8/2020 4:33 PM
605	Not sure. Haven't lived here very long.	12/8/2020 4:32 PM
606	The town took much needed action to begin work to identify inclusion opportunities. This is a courageous (and overdue step). Unfortunately, this should have taken place prior to national outcries for better and fair representation but now is better than never.	12/8/2020 4:31 PM
607	The courageous conversations and the Race and Membership class at the high school.	12/8/2020 4:30 PM

Town of Andover

608	1. This survey 2. The holiday decorations downtown shows pictures of Diverse groups of people.	12/8/2020 4:30 PM
609	The Youth Center offers lots of programs but struggles creating a safe space for youth with more conservative views. An example was the staging of BLM signs on the Youth Center Property for 3 months. This was not welcoming to "all" who want to participate or don't share the same political views. Most especially youth who have parents or family members serving on the police force etc. The youth center should be agnostic to politics and that the Town Manager and Select Board allowed this to go on for months was very disappointing. This stand taken by the town of Andover was discriminatory and frightening to many youth who were silenced. Reverse discrimination counts too.	12/8/2020 4:27 PM
610	1. Welcoming newcomers 2. Providing information to new job seekers	12/8/2020 4:20 PM
611	Let's stop catering to minorities.	12/8/2020 4:09 PM
612	I am not aware of this.	12/8/2020 4:02 PM
613	This survey and the work around it is a good start!	12/8/2020 4:01 PM
614	Very welcoming community.	12/8/2020 4:01 PM
615	Walking around people are friendly and respectful. I appreciated seeing inclusive yard signs and banners	12/8/2020 3:59 PM
616	I've only lived here for a year but am pleased to have at least some diversity in our immediate neighborhood.	12/8/2020 3:59 PM
617	Town sports Community building events including parades	12/8/2020 3:56 PM
618	Acknowledge the problem. Try to take initiatives to resolve.	12/8/2020 3:56 PM
619	This is America. If you work hard enough, you can achieve your goals.	12/8/2020 3:53 PM
620	1. I appreciate that Andover acknowledges the issues and is proactively working toward improvement. That's more than what a lot of other towns are doing. 2. The schools are also places that try hard to celebrate diversity and pursue inclusion and equity. They're not perfect but they're better than they were even 15 years ago.	12/8/2020 3:46 PM
621	Many international residents. Mostly progressive/liberal population. The schools do a good job with diversity/inclusion with the kids.	12/8/2020 3:46 PM
622	andover is not racist as a system.	12/8/2020 3:46 PM
623	good intentions.....	12/8/2020 3:37 PM
624	The town should not be involved. Do your job. Cut taxes , trim fat . Manage the town . Stop at the diversity bullshit	12/8/2020 3:34 PM
625	Ive never seen anything racial happen here in Andover.	12/8/2020 3:29 PM
626	The town is at least trying to address diversity with this survey and committee. I was very unhappy about what happened to the original group leader and that he felt he had to step down from his leadership role on the committee. The reaction to his appointment proves how much work the town needs to do.	12/8/2020 3:28 PM
627	The Town of Andover is taking this initiative to look at diversity.	12/8/2020 3:27 PM
628	I appreciate the effort of the Town to create this diversity survey, task force, etc.. The library is very friendly and accepting of minorities and others.	12/8/2020 3:26 PM
629	Andover goes above and beyond to make diverse groups feel a part of the community....enough is enough!! Stop trying to make a major issue out of a non issue!...People are sick of it even though they may not voice their opinion aloud...Be respectful to all and get on with life!	12/8/2020 3:23 PM
630	They address it.	12/8/2020 3:21 PM
631	The library is welcoming to everyone. Very inclusive.	12/8/2020 3:19 PM
632	Clearly there is an awareness that these are issues for our town and our nation. Clear, too, is the town making a sincere effort to address these issues. That effort is a strength.	12/8/2020 3:17 PM

Town of Andover

633	Residents of Andover make up a diverse population so whatever is on purpose or not, the diversity that already exists is an example of the towns openness to diversity	12/8/2020 3:12 PM
634	willingness	12/8/2020 3:11 PM
635	Home to different races	12/8/2020 2:55 PM
636	Talking about the issue is a great start and I appreciate the conversation. I'm not sure I can say much more than that.	12/8/2020 2:42 PM
637	People who help	12/8/2020 2:31 PM
638	Pockets of safe areas fir minority do exist in town. Some of the Select Board members are champions of the cause. I can call out Laura, Annie and Dan for sure. But their ability to make changes in the town management culture is extremely limited. Wish there were more champions of the cause within the Town management.	12/8/2020 2:29 PM
639	Good schools have attracted a diverse population.	12/8/2020 2:24 PM
640	we have many smart, engaged, willing people to help change culture and address issues	12/8/2020 2:22 PM
641	The existence of this survey, and the committee who formed it, is a testament to steps in the right direction.	12/8/2020 2:21 PM
642	Inclusion of other religions in the holiday schedule for the schools. Progress also made in school education.	12/8/2020 2:18 PM
643	Businesses on Main Street are welcoming of people with disabilities living in our community.	12/8/2020 2:15 PM
644	I appreciate that Phillips Academy offers more diverse cultural opportunities than a town like Andover would normally get. I see Bancroft school working hard in this area.	12/8/2020 2:15 PM
645	I have no positive examples	12/8/2020 2:13 PM
646	We are diverse. I am told 20% Asian. Let's share that. Also many different religions	12/8/2020 2:11 PM
647	The town is more diverse than many people realize. We have a wealth of experiences and representation at our fingertips.	12/8/2020 2:05 PM
648	ABC Program Enlightened Select Board	12/8/2020 2:02 PM
649	good schools no redlining, per se	12/8/2020 1:57 PM
650	They don't need to address it. People are getting so bent out of shape about something that barely exists. Looking for victims that don't exist	12/8/2020 1:43 PM
651	1. Affordable housing stock is sufficient relative to state standards. 2. There are a few BIPOC town employees.	12/8/2020 1:42 PM
652	Andover started a group to discuss diversity, race, etc. It is a start, but seems to just be a group to just check the box. I'm not sure how genuine it is.	12/8/2020 1:35 PM
653	Schools and Churches	12/8/2020 1:28 PM
654	this survey itself is an indication of the level of focus Andover has with respect to diversity, equity, and inclusion.	12/8/2020 1:27 PM
655	making an strong effort to become more diverse and inclusive	12/8/2020 1:16 PM
656	Arts, Dining	12/8/2020 1:14 PM
657	As an upper middle class, well educated community residents are aware of the the need to be inclusive, diverse and equal in treatment.	12/8/2020 1:06 PM
658	The creation of the new position and committee is a great step.	12/8/2020 12:58 PM
659	Dr. Berman's statements as superintendent over the past 5 years have very clearly set a tone of inclusion and acceptance in the district which has been very positive during a time of the opposite at the federal level in this country. I have very much appreciated his leadership and public statements around creating and maintaining an inclusive, welcoming to all education environment in the town.	12/8/2020 12:56 PM

Town of Andover

660	Cultural Council directs programs towards racial equity and inclusion. Town of Andover collaboration with ABC house.	12/8/2020 12:55 PM
661	From what I have read/ heard town has responded quickly to complaints ; we are home to various religious communities	12/8/2020 12:47 PM
662	Willingness to ask questions Strong statements from leadership	12/8/2020 12:45 PM
663	I have lived in Andover for 50 years. Town people are very welcoming to all people, however today we are seeing discrimination against white people - just take a walk up to Phillips Academy and open your eyes.	12/8/2020 12:42 PM
664	It's in the early stages of meaningfully responding with anti-racism. Town officials have openly acknowledged that problems exist, so that is a strength. But the roll-out of addressing the issues has been ineffective, at best, and bungled.	12/8/2020 12:41 PM
665	None	12/8/2020 12:34 PM
666	Most people are nice but when lapses occur they are not addressed and brushed aside.	12/8/2020 12:32 PM
667	Inclusion is good	12/8/2020 12:27 PM
668	Everything is great	12/8/2020 12:26 PM
669	Inclusive, liberal, pretty nice considering Lawrence	12/8/2020 12:24 PM
670	There are many businesses in town that are owned by different races and cultures. In my opinion Andover is very diverse.	12/8/2020 12:23 PM
671	Andover is about average wrt these issues. It could be worse given current climate.	12/8/2020 12:10 PM
672	All or most nationalities and ethnic groups are represented in Andover's population.	12/8/2020 12:09 PM
673	Offers programs for specific ethnic groups. Has data/literature in other languages, e.g., Senior Center.	12/8/2020 12:06 PM
674	Andover has a relatively diverse population	12/8/2020 12:01 PM
675	Waste of resources in my opinion	12/8/2020 11:57 AM
676	None.	12/8/2020 11:49 AM
677	Growth in international population	12/8/2020 11:45 AM
678	The Town is making an effort as evidenced by this survey.	12/8/2020 11:43 AM
679	Community wide discussions about diversity and inclusion so the benefits are realized.	12/8/2020 11:42 AM
680	The town reports anti race/culture to the public. Anti-Semitism is taken seriously in Andover.	12/8/2020 11:40 AM
681	Library, town offices	12/8/2020 11:40 AM
682	Efforts to increase affordable housing	12/8/2020 11:36 AM
683	diverse faith communities	12/8/2020 11:34 AM
684	Responsible and conscientious leadership is in place. Forward thinking and planning.	12/8/2020 11:34 AM
685	Great	12/8/2020 11:34 AM
686	Responds to reported incidents promptly Good representation of persons of Asian descent	12/8/2020 11:26 AM
687	I am not aware of anything the town is now doing to increase diversity, equity, or inclusion- except allowing the Chinese New Year to use the high school for festival.	12/8/2020 11:26 AM
688	Open up the schools.	12/8/2020 11:24 AM
689	There are none	12/8/2020 11:22 AM
690	This town bends over backwards for everyone. The whole town is petrified of being called racist.	12/8/2020 11:22 AM
691	Diversity survey; diversity department head	12/8/2020 11:21 AM

Town of Andover

692	It's encouraging that the Town is beginning to examine the breadth and depth of some of the problems related to race and ethnicity.	12/8/2020 11:19 AM
693	No known town road blocks	12/8/2020 11:17 AM
694	Andover has a more diverse population in general than like suburbs which is a good starting point. Living together and growing up together so you never think anyone is different really is the way to start	12/8/2020 11:15 AM
695	this survey is a beginning establishing a permanent DEI committee with authority is a next step	12/8/2020 11:14 AM
696	(1) Volunteer church and other groups (i.e., ABC) committed to promoting inclusion	12/8/2020 11:13 AM
697	A recognition that more can be done in the area of D&I.	12/8/2020 11:06 AM
698	The town listens and demonstrates a commitment to change.	12/8/2020 11:01 AM
699	I see a sense of earnestness about wanting to address inequities.	12/8/2020 11:00 AM
700	Realizing that there is a problem was a major turning point.	12/8/2020 10:59 AM
701	We aren't making enough progress.	12/8/2020 10:56 AM
702	Andover has residents that respect and appreciate diversity.	12/8/2020 10:56 AM
703	There are diverse ethnic restaurants in town, diversity in the schools	12/8/2020 10:54 AM
704	They seem to be addressing the issue after being motivated by recent incidents.	12/8/2020 10:50 AM
705	Town management is finally putting DEI on the table High Plain and Wood Hill work hard to continually improve DEI in their schools	12/8/2020 10:10 AM
706	Senior center. Schools	12/8/2020 10:08 AM
707	test	12/8/2020 10:08 AM
708	Public school initiatives to address these issues with students. Commitment to A Better Chance.	12/8/2020 10:00 AM
709	The schools are culturally diverse and are doing a good job of improving how they explore, share and celebrate the many cultures, religions and traditions that exist in the school system.	12/8/2020 9:59 AM
710	Frequent encouragement to include persons of multiple races , gender & sexual orientation.	12/8/2020 9:59 AM
711	1. Andover prioritizes diversity, equity and inclusion 2. Andover communicates lots around diversity, equity and inclusion	12/8/2020 9:58 AM
712	It's a very diverse town, which I appreciate very much.	12/8/2020 9:57 AM
713	A majority of residents are generally well educated and want to do the right thing in building and being n a community of belonging.	12/8/2020 9:56 AM
714	I really can't think of a single one, and I've lived here for 14 years. Thank God for Phillips Academy - which is the only place with people of color and the only place that brings people of different races and cultures to speak on campus. If I didn't have to live here for my job, I absolutely would not choose to live in this town and raise our children here.	12/8/2020 9:56 AM
715	They are trying and one role model is AYS	12/8/2020 9:56 AM
716	Price of Housing Drugs	12/8/2020 9:54 AM
717	Andover has a diverse open population and groups within the community are not exclusionary.	12/8/2020 9:50 AM
718	The Cener at Punchard's many programs over several years are excellent examples.	12/8/2020 9:47 AM
719	POLICE and FIRE	12/8/2020 9:46 AM
720	ANY one can purchase ANY property ANY time in Andover no matter race, religion, gender, sexual preference etc. if they can afford it. That is freedom.	12/8/2020 9:44 AM
721	The Town, for the most part, follows reasonable approaches to equity and inclusion. However the recent lack of support surrounding the former Diversity administrator Siobhan, was very	12/8/2020 9:44 AM

Town of Andover

	disappointing - qualifications and character are more important than the whim of complainers.	
722	Business opportunities,	12/8/2020 9:41 AM
723	Follows up on reported incidents	12/8/2020 9:41 AM
724	Town is doing all lot	12/8/2020 9:40 AM
725	Andover is a fairly highly educated population. As educated and faith filled people, most respond to all others in a respectful manner to all town people.	12/8/2020 9:36 AM
726	The Town leadership does not tolerate racism or sexism. The Town is actively making public spaces inclusive to all abilities.	12/8/2020 9:35 AM
727	Willingness to identify issues relative to inclusion.	12/8/2020 9:34 AM
728	Andover is a welcoming town & so far i haven't experienced anything bad personally but i have friends who have had not so pleasant experiences.	12/8/2020 9:33 AM
729	respectfully? Andover is made of many schools but the rivalry between Andover high and Phillips is uncanny. Phillips is the only thing that brings people into the town. people of all races, genders, colors, and whatever come to Phillips, not Andover.	12/8/2020 9:32 AM
730	Town has begun the process toward Anti-Racism with the formation of the DEI committee. However, it is way too early to see whether this commitment becomes a "habit" or whether it falters as time goes on.	12/8/2020 9:31 AM
731	It is not a strength, but a weakness to overlook individual rights and responsibility in favor some ephemeral group identity.	12/8/2020 9:30 AM
732	Conscious of the issue, trying to make improvements	12/8/2020 9:29 AM
733	Communications have been better in recent years (especially in schools after Superintendent Berman arrived).	12/8/2020 9:27 AM
734	Recreation services and school services are diverse	12/8/2020 9:25 AM
735	schools respond publicly to incidents various town organizations promote diverse events	12/8/2020 9:24 AM
736	I honestly have seen zero evidence of the strengths in this town. I am white and while I hate to use the term white privilege, simply based on the fact that I am white, not poor, I am privileged.	12/8/2020 9:23 AM
737	it is run fair to all, thats all you can ask.	12/8/2020 9:22 AM
738	I am a female minority immigrant. I have always been treated fairly and with respect by any and all town employees.	12/8/2020 9:21 AM
739	Diverse residents	12/8/2020 9:15 AM
740	None	12/8/2020 9:13 AM
741	I've worked here In Andover 19 years. I love Andover and the people who lives and work here. It's very different from 19 years ago in a good and comfortable way. Town people are great and very helpful anytime I needed help. I am Asian	12/8/2020 9:13 AM