

Q15 Please describe 1- 2 of the Town of Andover's challenges with respect to diversity, equity, or inclusion:

Answered: 793 Skipped: 668

#	RESPONSES	DATE
1	I'm not from Andover. This is a work thing.	3/22/2021 12:09 PM
2	Limited numbers of people from diverse backgrounds.	3/15/2021 12:11 PM
3	awareness	2/11/2021 2:36 PM
4	Their are so many people who are rasict, say the most offensive things to my face, people online say stuff that is so disrespectful and some people are homophobic,rasict, is terrible.	2/11/2021 10:13 AM
5	Lack of acknowledging current prejudices	2/9/2021 12:56 PM
6	- May use several mediums to constantly make people aware of encouraging tolerance to diverse communities. - Start small, meet	2/9/2021 11:26 AM
7	None. We are a welcoming community.	2/2/2021 9:42 PM
8	The TOA needs to do more to address systemic racism and social justice issues.	1/30/2021 1:30 PM
9	1. I have not interacted with any town employee or school employee (for my grandchildren) who was not Caucasian. No African-Americans, Asian-Americans or Hispanics at any level have interacted with me 2. The issue with the fire fighter appears to have been buried. The investigation protected the employee? the town? avoided financial settlement and was unfair to the young woman/victim	1/28/2021 2:44 PM
10	Overwhelmingly white and privileged population, which leads to limited perspectives and empathy	1/27/2021 4:25 PM
11	1. BIPOC are subject to direct, explicit racism as well as indirect racism and it's tolerated by others instead of called out 2. Andover is not integrated. There are not measurable anti-racist goals for all levels of town employees	1/26/2021 8:03 PM
12	More education about the topic within schools.	1/26/2021 10:24 AM
13	One issue is getting people like me to engage in the process. I live in Andover, but my kids are grown up and do not engage in the community to the degree most people do.	1/25/2021 6:32 AM
14	1. Unconscious biases that exist in Andover's Town employees especially police, fireman, and school teachers towards people of difference 2. Lack of opportunities for non-whites to live and work in Andover.	1/24/2021 1:07 PM
15	People need to be intentionally welcoming and make us feel at home be sure this is where we work and live.	1/24/2021 2:47 AM
16	Understanding that there are challenges in Andover	1/23/2021 10:23 PM
17	I think this survey and other efforts to promote diversity and Andover are a good beginning.	1/21/2021 7:51 PM
18	I am not aware of any	1/21/2021 12:54 PM
19	The winter 2021 issue of "The Andover's" magazine arrived in my mailbox today. Flipping through the magazine and observing all the faces shown, in both articles and advertisements, I found one black face and one Asian face, both in advertisements. That magazine is not a Town product, but you should see my point.	1/21/2021 11:46 AM
20	Very white community which some racists undertones makes racial tolerance more difficult	1/21/2021 9:00 AM
21	The lack of diversity amongst the staff of teachers in Andover Public schools.	1/19/2021 1:33 PM
22	Do you have people who work in the Town Hall who is brown or black	1/19/2021 1:32 PM

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23	N/A	1/19/2021 1:17 PM
24	Community outreach to people of color for opportunities.	1/19/2021 12:31 PM
25	(1) Not managing complaints/feedback effectively with sufficient action to improve experiences across multiple domains of the town experience (e.g. town manager's office, community service lead, library, and schools) and (2) Resistance by town leadership (e.g. community service head) to support and not be a barrier to town-school partnered improvements on these themes like Lexington's with confusing explicit statements that the town and schools operate separately in spite of much evidence of regular partnership between the two.	1/18/2021 11:22 PM
26	It is not clear to me that traffic stops are not racially motivated even if unintentional. Andover as a society still needs to be aware of its biases intentional or not. I have been to meetings where residents of Andover have hinted that problems in town are caused by those outside of town (usually Lawrence)	1/17/2021 9:50 AM
27	I don't see many diverse ethnicities in the downtown	1/16/2021 8:26 PM
28	Andover is insular and not accountable or sharing with neighbors, particularly Lawrence	1/16/2021 4:08 PM
29	Bias is always a problem. We're a very wealthy community and that comes with certain blinders, privileges and responsibilities. Humans tend to assume that their own experiences are more universal than they are. As a researcher, I think it's important to recognize that we are all biased, and then work to overcome that and learn about others. It's not a one-time thing. It's an ongoing approach.	1/16/2021 7:18 AM
30	The focus is on making money often a great cost to other people, and are not concerned unless it impacts them directly. Try to change the narrative on openly hostile incidents, by applying terms like politically motivated and being a good neighbor to dismiss them and not address the motivations behind what happened. Questioning some one's religion for a secular job.	1/15/2021 6:19 PM
31	I cannot think of a single black town employee	1/15/2021 12:58 PM
32	There are challenges to deal with people who wants to celebrate individuality., using the " respect to diversity " for gaining popularity.	1/15/2021 11:32 AM
33	(Middle) Schools have very little teacher diversity.	1/15/2021 11:21 AM
34	Making them and us...	1/15/2021 9:46 AM
35	Large lack of town wide cultural diversity events. More diverse retail and restaurants needed.	1/15/2021 9:13 AM
36	Can't think of any that I've observed	1/15/2021 1:51 AM
37	I haven't experienced this personally but I hear about racist incidents in the community especially in the schools. The challenge is in changing mindsets. Ideas and perspectives are discussed in private and it is always hard to gauge what people really think. Additionally it is a predominantly a white town and I do see parents of certain ethnicities huddled together at soccer fields and hardly making an effort to mix. This is not always intentional though, it could be also a function of familiarity and comfort. Even though it is diverse community people of different ethnicities seem to form their own groups.	1/14/2021 1:23 PM
38	None	1/14/2021 1:18 PM
39	High cost of housing precludes diversity of families moving in.	1/14/2021 1:05 PM
40	in the schools it would be nice if other cultures would actually remain friends with kids from other cultures instead of segregating themselves to only their group.	1/14/2021 9:38 AM
41	Narrow-minded and self-centered community,classism, not welcoming or friendly, not interested in other cultures	1/14/2021 8:24 AM
42	Too white across the population, businesses, and especially town employees. Assess what the town can do to attract more diverse businesses and residents. Pilot some of the ideas.	1/13/2021 9:37 PM
43	Still a very white, upper-class community that excludes Programs for youth	1/13/2021 9:23 PM
44	I am concerned with the attitudes of the officers in the police and fire departments regarding issues of respect for racial equality	1/13/2021 8:17 PM

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45	1) The Andover Mums FB forum - passively supports white preference on numerous levels --I believe/observed its cultivated in the administration of owner of this page, Johanna Buoncontri who does not seem to have the interpersonal skill set to manage outreach and inclusion. I find "Andover Area Moms" FB page -- and "North Andover Moms" FB are a much more progressive and inclusive representation of Andover. 2) Challenges.. Where are the Black people in Andover ? Clearly they are not comfortable in and around Andover. They exist because the The Andover Baptist church has a large healthy population - yet I NEVER see anyone (Black) walking around or shopping in the community -unless its at Whole Foods. I have a black woman friend who has been a resident for 25 years and she has told me how UN-comfortable it has been for her and her family ..	1/13/2021 4:47 PM
46	Don't know of any	1/13/2021 3:15 PM
47	The challenges are that a lot of people do not admit they are racist or have an unconscious bias. Its hidden but it is known.	1/13/2021 1:52 PM
48	lots of undercover racism	1/13/2021 1:31 PM
49	Please don't over emphasize the issues of race, etc. I want people to be comfortable around me (minority/new immigrant) not tiptoe around me thinking they will offend me all the time. If they think they will offend me, out of the goodness of their hearts, they may end up excluding me. Most "racism" is not true racism (ie is my race is superior to your race) but stems from ignorance. When such incidents occur, they are teachable moments.	1/13/2021 1:10 PM
50	More ethnic and minority diversification in the employment of senior managers and administrators in all town departments and committees .	1/13/2021 12:50 PM
51	There was once a student being homophobic in a public place with teachers around and nothing was being done. I'm not saying that they can't have their own beliefs but they didn't know that I wasn't bisexual and I felt uncomfortable by some of the things they said.	1/13/2021 12:42 PM
52	My Asian daughter has had serious encounters with people in the town of Andover since the pandemic. She is also disabled	1/13/2021 9:58 AM
53	A lack of economic diversity is very evident and creates a false sense of what is happening outside our insular community	1/13/2021 9:10 AM
54	Andover and all cities/towns must allow freedom of speech without fear of attack or disenfranchisement.	1/13/2021 9:07 AM
55	Asians and Jews and Indians seem to be welcome in Andover. Hispanics and African-Americans are not.	1/13/2021 9:04 AM
56	As with most groups we tend to associate with people we are comfortable with. The challenge is to get together people of different backgrounds with different perspectives in non-confrontational settings that allow for the exchange of thoughts and ideas.	1/13/2021 8:46 AM
57	Brown and non-white people pulled over by police more often than whites.	1/13/2021 8:20 AM
58	While the town may try to improve diversity and equity, I feel the residents are not as inclusive or welcoming.	1/13/2021 7:48 AM
59	The town of Andover doesn't do enough to recognize and embrace different cultures and diverse groups. Our town shares many different ethnic groups and I can't think of any town wide activities that acknowledge that.	1/13/2021 7:48 AM
60	culture of inattention, needs to be addressed and prioritized	1/13/2021 6:45 AM
61	It's not a diverse town to begin with. There is a reputation of racism based on what has happened at the high school and based on incidents that people report in social media.	1/13/2021 6:09 AM
62	The town should employ teachers from different races and backgrounds yet it discourages immigrants from working for the town. I experienced this first hand, being offered a job and discriminated against after the fact.	1/13/2021 3:34 AM
63	It's systematic, there hard to change without full support from town , businesses townspeople alike.	1/12/2021 11:58 PM
64	Andover is historically a predominantly white community. Although it has become more diverse in the current years it still has a long way to go. There needs to be more diversity in the	1/12/2021 11:28 PM

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community groups such as town management, fire, and police. We have had instances where town board members told us that Andover should give our land to a neighboring town. It really makes you think about where comments like that come from.

65	To change the mindset of residents	1/12/2021 10:36 PM
66	Individuals with conservative views are not always encouraged to express said views.	1/12/2021 10:32 PM
67	The group of Jewish people was not listed in your focus group. You should address/ include antisemitism in your study.	1/12/2021 10:28 PM
68	Many feel pressured to find problems where there are none. Andover should be seen as an exceptional community in accepting and welcoming different groups.	1/12/2021 10:00 PM
69	The public works or officers like town offices or librarians don't have much culture knowledge and background.	1/12/2021 9:53 PM
70	Some people are very racist and don't even say hi to you/don't respond if you say hi to them. While others are just awesome and made us feel very welcome when we first moved to Andover.	1/12/2021 9:44 PM
71	There is very little racial or economic diversity, which makes addressing it difficult.	1/12/2021 9:43 PM
72	Town is very cliq-y. I am a POC and moved here 5years ago with kids from hs and elementary. I have only 3 friends so far in the community. There's like a wall where they will only be friends with you if you were white.	1/12/2021 9:23 PM
73	I think that often inclusion isn't encouraged in our schools, and sometimes the topic is avoided	1/12/2021 8:49 PM
74	Too many white residents with white privilege.	1/12/2021 8:40 PM
75	People obsessed with making everything racial all the time. It stokes racial tensions when there are none.	1/12/2021 8:40 PM
76	sorry, I am simply ignorant.	1/12/2021 8:36 PM
77	political correctness & aberrant "progressive thought."	1/12/2021 8:17 PM
78	I have heard there is a lot of problems at the high school level in regards to race	1/12/2021 8:11 PM
79	Discussions on racism/diversity in schools	1/12/2021 8:05 PM
80	School system	1/12/2021 7:58 PM
81	We address issues on a superficial level without a clear commitment to dealing with the pervasive undercurrent in this town.	1/12/2021 7:55 PM
82	Don't know	1/12/2021 7:48 PM
83	The only challenge I see (and this is not necessarily Andover-specific) is that there is an overwhelming and discouraging sense that everything must have a racial lens attached to it. It leads to a lack of true, intelligent and meaningful change, and instead leads to overcorrections, a lack of trust, and general animosity.	1/12/2021 7:44 PM
84	Prejudiced town employees Entrenched culture of no accountability	1/12/2021 7:43 PM
85	Cant think any	1/12/2021 7:41 PM
86	some efforts are mostly focused on BLM or african americans, but there are many other ethnicities too and without acknowledging ALL races and ALL people are equal it can leave those races to feel marginalized too	1/12/2021 7:27 PM
87	The fact that so many people want to focus on fake victims and made up problems	1/12/2021 7:26 PM
88	It's not the town, it's the people's lack of education and understanding of another culture/background, and lack of interest and it doesn't matter attitude	1/12/2021 7:18 PM
89	Close-minded	1/12/2021 7:07 PM
90	Min diversity in andover in all sectors (Ed, business, government, etc.). When DEIA issues arise seems like just an email is sent, not much else done to move forward - just recognized as event that is not supported but no proactive solutions	1/10/2021 7:54 PM

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91	Policing, and management at CVS harder on teens of color	1/9/2021 10:35 AM
92	Not enough diversity in the police department Not enough diversity in town management	1/8/2021 5:08 PM
93	incidents, such a numerous micro-aggressions, continue to occur which has a huge impact on many students of color and cultural diversity	1/8/2021 3:36 PM
94	1. 2.	1/8/2021 12:47 PM
95	no comment	1/8/2021 11:37 AM
96	The examples cited here above also the Town's challenges.	1/8/2021 11:23 AM
97	Especially students fear repercussions when they try and express their opinions and beliefs regarding these issues. Many do not feel like they can use their voice without getting in trouble.	1/8/2021 11:16 AM
98	zero accountability in schools if someone (mainly male, white, wealthy, involved in sports, from a prominent Andover family) displays abhorrent behavior, thus emphasizing and reinforcing the system of zero accountability or consequences	1/8/2021 11:13 AM
99	The town has done very little to hire people of color in managment positions. Women in management are hired from within the town and as internal candidates.	1/8/2021 10:30 AM
100	The Andover High school.	1/7/2021 4:29 PM
101	People are afraid of offending other people, especially in schools, honest conversations are not happening because of fear of retribution from parents or administration.	1/7/2021 2:09 PM
102	There is very little minority representation in visible businesses in Andover, and there are very few teachers of color. Response to the racial profiling of a young woman of color by an off-duty officer was lukewarm. Racial comments are made at the high school, and students of color are often marginalized. LGBTQ students also experience harrassment and name calling or exclusion.	1/7/2021 10:20 AM
103	hiring a diverse staff	1/7/2021 8:41 AM
104	access to devices in schools	1/7/2021 8:09 AM
105	The Town of Andover is forcing the subject on its residents and I feel it it is having a negative effect on my family. Andover was a good community, the political movement to force inclusion has made my family and I feel isolated.	1/7/2021 12:19 AM
106	Like any affluent town, Andover is too insular and feels threaten by differences	1/6/2021 6:30 PM
107	Too many of Andover's residents are afraid and/or unwilling to discuss these issues To few Andover residents stand up to the bigots among us.	1/6/2021 3:43 PM
108	I have often seen that White folks do not want to spend time, starting with making an effort to pronounce ethnic names properly. Second, the Town Govt. needs to work really hard to recruit talented folks from other ethnicities, especially in the Police or FD. Not just a token Asian or a Token African American or a token woman. This should extend to other town departments, school and library too. For example, I had applied to the Town's IT department. I believe I am a good candidate. However, I never ever even got a response to sell myself. The IT position is still open. So I am guessing it has to be my ethnic name that disqualified me.	1/6/2021 2:48 PM
109	Need for more BIPOC living in Andover stronger connection with Lawrence	1/6/2021 2:26 PM
110	Routine traffic stops for driving-while-black. (Relayed to me by black friends)	1/6/2021 9:28 AM
111	Town employees across ALL areas (including town office, APD, schools seem to lack understanding of diversity and it's effects as it may not be as obvious.	1/5/2021 9:55 PM
112	Education, Housing, and the need for better/more accessible, public Transportation.	1/5/2021 5:18 PM
113	Andover's pretty damn white because it is so expensive to live here. The issue is socioeconomic, not racial. Clearly, judging by all the BLM signs in town, Andoverites are very progressive and inclusive when it comes to race.	1/5/2021 2:38 PM
114	I am concerned that the list does not include antisemitism. I have encountered it at various times as my children grew up and I am concerned that some in town do not know anything about the holocaust. Before the survivors pass, we should go back to using the Collins Center	1/5/2021 2:00 PM

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for community programs to show diverse cultures and speakers and film them and put them on our local TV.

115	Too safe when zoning or granting licenses. Why we're allowed to have a brewery and not a bar is pretty telling. A brewery is a "respectable" type of socializing while bars are not. Even the term "dive bar" is classist, it's just baked into our MA elitism.	1/5/2021 1:28 PM
116	Buying and owning a house or condo is too expensive for most families (property taxes).	1/5/2021 11:44 AM
117	Latinx and Black people are singled out, especially by police. My darker skinned relatives get stopped while driving through Andover all the time, whereas those who pass for white never do.	1/5/2021 11:01 AM
118	there has been increased diversity in our population and the town should continually look for opportunities to blend diverse cultures into mainstream Andover.	1/5/2021 9:55 AM
119	Too much lip service and not enough actionable steps - lack of follow-through is disappointing. Make more of an effort to have the Town Offices (staff) and leadership reflect the changing demographic of the community including Schools, library, department heads, etc.	1/5/2021 9:46 AM
120	Neighborhoods are very split by socio-economic status. The current pandemic situation makes resources like the library less available, leading to unequal access. Also, the town "feels" very white, despite the numerous Black Lived Matter signs.	1/5/2021 9:25 AM
121	So few live here, that is the major challenge. They are now arriving, that is a major challenge.	1/5/2021 9:19 AM
122	I don't see this as a function of Town Government	1/5/2021 8:40 AM
123	Doing a better job celebrating our diversity and recognizing what a strength it is to our community. Our town employees (teachers, town offices, fire, police, etc.) should reflect this diversity.	1/5/2021 8:37 AM
124	Property taxation of retirees is robbery-like	1/4/2021 8:06 PM
125	there are people who feel there is a lack of respect	1/4/2021 3:20 PM
126	Most of Andover's diversity is hidden. How many people in town even know there is a Mosque in Andover? Or know there is a Chinese New Year celebration? Or the demographics of the town's population?	1/4/2021 1:44 PM
127	Lack of diversity in the population	1/4/2021 10:19 AM
128	I am not sure that diversity in cultures, values, thoughts and ideas always has a platform or a place where it can be shared in the larger community, beyond the schools. I think people in our community may not believe there are any issues in Andover with respect to diversity, equity and inclusion, if they have not personally experienced it or know someone personally who has had to deal with issues around this.	1/3/2021 9:29 PM
129	very wealthy town - not a lot of affordable housing seem to think diversity is just about race - should also be about age/disability as well	1/3/2021 11:43 AM
130	I do not believe there is an endemic issue with racism in Andover that requires a generalized response. If Instances of racism arise they should be dealt with individually. That is most effective. Generalized virtue signaling and self righteousness is obnoxious, offensive and ineffective, The town needs NONE of this.	1/2/2021 2:57 PM
131	Andover prices itself out of a diverse population I don't trust the powers of being just and fair	1/1/2021 2:32 PM
132	*	1/1/2021 8:14 AM
133	Racial diversity in leadership positions	12/31/2020 12:00 PM
134	The Town is not the culprit, it is certain individuals or groups.	12/31/2020 11:02 AM
135	Despite some global programs, There is a lack of sensitivity in the schools to people from non-majority cultures. It's like we're aware of other cultures globally but do not respect them locally.. My students say that racial remarks and "jokes" are a regular, daily occurrence in the AGS community. They also see inequity in the ways minority students have been disciplined. The schools do not learn and grow from their experiences with the above; we see continued cultural insensitivity	12/31/2020 8:54 AM
136	Taxes are going up too fast, which makes it harder to maintain residence in Andover for	12/30/2020 5:34 PM

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	everyone, regardless of age, race, gender, etc.	
137	Inclusion of seniors should be considered a priority.	12/30/2020 3:19 PM
138	the fact that they feel they need this survey they feel they are not woke enough	12/30/2020 12:49 PM
139	People need training and experience working across cultural differences -- damage has occurred in groups without such leadership/guidance	12/30/2020 11:22 AM
140	Firing Sobhan Namvar from his role in this project seems racist and like a capitulation to racist interests.	12/30/2020 10:46 AM
141	town symbols	12/30/2020 10:15 AM
142	General population is white Town management is predominately white School faculty and administrators are predominately white	12/30/2020 9:04 AM
143	Lack of diverse representation within Town leadership and community.	12/29/2020 7:30 PM
144	While putting my child in Andover school, the lady who took my documentation immediately assumed I lived in the projects. Stereotyping is a national challenge.	12/29/2020 7:16 PM
145	I think you are overthinking it . In these days everyone is super sensitive and people cannot express their opinions without someone getting upset. Makes things superficial and difficult to talk about things.	12/29/2020 4:19 PM
146	There aren't many people of color in Andover	12/29/2020 4:00 PM
147	N. A.	12/29/2020 3:48 PM
148	Andover markets itself as an upper middle class white community. And its residents often seem to have an attitude of entitlement.	12/29/2020 3:42 PM
149	While Andover appears to have significant population from some non-WASP (diversity) groups, the town leadership and committee positions seem to me to be primarily filled by WASP types. I don't have real numbers, however. Look at Select Board or Planning Board, or Department Directors.	12/29/2020 3:30 PM
150	What happened with the diversity officer who was of a different ethnicity was disgraceful. I am ashamed that I didn't speak up and letters to the Andover townsmen	12/29/2020 3:16 PM
151	Fire department issue	12/29/2020 2:29 PM
152	Look at the employee base. Almost no minorities.	12/29/2020 1:41 PM
153	There seems to be an appropriate emphasis on the importance of multicultural community in schools	12/29/2020 1:38 PM
154	Its always a challenge to increase awareness	12/29/2020 1:29 PM
155	I don't believe the town population is interested or open to other people's culture.	12/29/2020 1:25 PM
156	Immature disrespectful children mouthing off to adults in public or in private. Parents ignoring or seeming to ignore the actions of their children. Dragging up past actions by minors that were addressed with disciplinary actions already. That is not productive or helpful.	12/29/2020 1:15 PM
157	Educating families and enforcing zero tolerance for racism at the schools. Town government should be more diverse. Start hiring people of color and different cultures.	12/29/2020 1:11 PM
158	Wow, such tense times. I'm a middle-aged white guy, and I answered the question about how comfortable I feel with the police with a grimace. They *always* make me tense, though in fact pretty much all of my actual interactions (in Andover and elsewhere) have been just fine. That I'm anxious when interacting with them just highlights the uphill battle they face -- we just all know the incredible downside if things go south for some reason during an encounter. They likely feel similar apprehension all day, every day. It's not like an interaction with a bank teller or a pharmacist or a librarian. There's an ever-present vibe of physical danger. So, yeah, that's a challenge!	12/29/2020 1:03 PM
159	Racial incidents are overlooked and the aggressors are not held accountable.	12/29/2020 12:51 PM
160	Some people want to feel better by making a big deal out of diversity issues in Andover. They are wrong! The fact is that Andover should hold itself out as an outstanding example of how to	12/29/2020 12:23 PM

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	welcome diverse groups and work together to have a great community.	
161	STOP PANDERING to RACE HUSTLERS!!!!	12/29/2020 11:39 AM
162	Need to be more proactive, especially in schools.	12/29/2020 11:31 AM
163	Since the children are not in school daily, they are not exposed to the diversity of their classmates. Opening schools full time will support diversity and inclusion.	12/29/2020 11:24 AM
164	publicly backing/supporting diversity initiatives and learning (for example, the Courageous Conversations learning series hosted at the Memorial Hall Library). Since the MHL hosts, the Town is inherently supporting, but there is no explicit support , e.g, "Town of Andover sponsors this month's learning program brought to you by Courageous Conversations and Memorial Hall Library".	12/29/2020 11:22 AM
165	-No way to track/be aware of the many micro-aggressions people of color face in Andover NOTE: This survey is a start	12/29/2020 11:21 AM
166	There is a definite sense that police engage in racial profiling and have done so for many years. The town and schools need to hire more people of color to better reflect the composition of the community.	12/29/2020 11:14 AM
167	There seems to continually be problems at AHS around issues of race, and has been as long as I have lived here (44 years). I'm not aware if similar issues exist around gender identification.	12/29/2020 11:13 AM
168	Please include hoarders	12/29/2020 10:59 AM
169	The downtown commercial area is exclusively white and upperclass. How many banks, boutiques, and upscale restaurants do we need? These may create a Newbury Street-like destination for shoppers, but they are hardly accessible to people of non-white and middle class backgrounds.	12/29/2020 9:17 AM
170	Residents not so racially or economically diverse	12/28/2020 10:20 PM
171	- racist Town Seal (depicting a stereotypical image of an indigenous person) - lack of transparency around the change in leadership of the DIVERSE task force announced in the virtual meeting this summer	12/28/2020 7:22 PM
172	The Town of Andover is far too expensive to have a diverse community. From residential to commercial everything is too expensive. People can't live here. Businesses can't survive here. It is will be mainly a rich white community until something is done. Controlling commercial real estate prices might be step 1. I mean look at all of the store fronts that are always empty downtown... sad.	12/28/2020 6:44 PM
173	Don't know	12/28/2020 5:19 PM
174	lack of diversity in teaching staff lack of diversity in town offices, police, fire dept., etc	12/28/2020 2:47 PM
175	Andover is inherently exclusive in that it's median home price is \$687k. Therefore, Andover is largely made-up of high income households with older parents (over the age of 40) and school age children. It's not a place for Millennial-age parents in their 30s.	12/28/2020 2:11 PM
176	Taxes too high which makes it harder for lower income families to be homeowners.	12/28/2020 1:22 PM
177	Addressing issues that are blatantly racist without being blind to the facts and people involved. Too many racial issues.tjis year inappropriately addressed.	12/28/2020 12:38 PM
178	Housing businesses/retail social studies curriculum	12/28/2020 12:38 PM
179	I strongly feel that its not just town's officials job but its individual people's job to have a fair perspective to all these issues. Be able to separate personality clashes befom racism (just because clash occurred between two people of different race, or gender ...etc , doesn't necessary mean it is tagged with his/ her race or gender.)	12/28/2020 12:33 PM
180	Leaders that represent racial minority populations do not seem to be cultivated or engaged in community development -- i.e. participation in town boards, committees, working groups, or even for participation in broader public meetings.	12/28/2020 10:03 AM
181	More economical than cultural, IMO. I do think there is a challenge in regards to low income areas and the respect accorded individuals living there.	12/28/2020 9:52 AM

Town of Andover

182	People who like drama	12/28/2020 9:36 AM
183	Incidents in Andover suggest a minority of residents are overtly racist, in a way that is difficult for government to do much about. We have a strong streak of "pro-Trump" rhetoric that is coded or overt racism. A history of looking down upon Lawrence has not helped.	12/27/2020 10:57 AM
184	lack of diverse food establishments	12/26/2020 12:38 PM
185	Very low number of African Americans and Hispanic residents	12/24/2020 9:31 AM
186	The challenge is to not succumb to left wing propaganda which fails to recognize the unparalleled opportunity for success in this country for all hard workers of all races and backgrounds. That's why the US is the ultimate magnet for opportunity and immigration.	12/23/2020 5:26 PM
187	Should attract more African American businesses	12/23/2020 3:28 PM
188	*not recognizing that it is an important issue that deserves \$ & resources *a majority white, upper middle class population that easily skews conservative	12/23/2020 1:18 PM
189	Lack of diversity in the population	12/23/2020 10:50 AM
190	Policing and responding to racial/hate incidents in a way that is most concerned with the victim instead of the perpetrator	12/22/2020 9:07 PM
191	It will be challenged for the town to have diverse officers for the next 3-5 years since they might not have enough candidates pool.	12/21/2020 10:11 PM
192	It's very white. Hard to get full awareness of unconscious biases. Hard to get representation of all colors.	12/21/2020 6:20 PM
193	1. Recent incidences at schools and by off duty personnel appear to suggest that more work can be done.	12/21/2020 4:35 PM
194	Teachers and officials with very antiquated ideas/concepts that do not entirely support inclusiveness with the children.	12/21/2020 10:20 AM
195	Overcoming and educating sa out white privilege	12/21/2020 9:41 AM
196	There is not a whole lot of diversity based on race, and that is what some people like to focus on, but there is a lot more to someone that the color of their skin	12/21/2020 9:29 AM
197	Andover is a very white wealthy town. As long as you are white, it is a fair and equitable town. Andover is not noted for its diversity or inclusion and there are daily acts of racism in this town. Andover needs to and should work harder at promoting diversity, equity, and inclusion in our town.	12/20/2020 6:17 PM
198	Nothing is done when a problem surrounding diversity or inclusion is brought up	12/20/2020 5:07 PM
199	they disrespect those who stand up for BLM and stuff like that and the case from last year where we had trump supporters desecrate the LGBT rock outside AHS and they didnt really do anything about that it made me feel unsafe i can list a lot more lol	12/20/2020 2:44 PM
200	I only hear about the racism others have experienced, particularly in the high school.	12/20/2020 12:29 PM
201	A mainly white affluent community that is fairly conservative for Massachusetts	12/20/2020 10:45 AM
202	Population includes very small percentage of diverse groups. Most residents are Caucasian.	12/20/2020 9:04 AM
203	Not sure	12/20/2020 8:42 AM
204	Not very diverse	12/20/2020 8:04 AM
205	Don't let liberal democrats have you believe there is a problem in this town	12/19/2020 5:50 PM
206	Hate crimes, lack of representation	12/18/2020 11:24 PM
207	Andover is dominated by white upper class residents. Racism is an academic concept for most of them and they have no clue about life outside of our little bubble.	12/18/2020 6:23 PM
208	People of color generally feel excluded, uncomfortable or unsafe in Andover. Andover is a rich and white bubble in which many people of those two categories are somewhat ignorant to the outside world.	12/18/2020 6:18 PM

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209	Just beginning Lack of understanding	12/18/2020 4:00 PM
210	It's a mostly white, wealthy town... The feelings expressed at town meetings about affordable housing were thinly veiled racism and skewed that a large portion of our community thinks mostly of themselves in an individualistic way	12/18/2020 3:19 PM
211	some residents' racism. self-focus, and lack of compassion toward others	12/18/2020 2:29 PM
212	Townies Privileged Cliques	12/18/2020 2:14 PM
213	Lack of awareness, education and candid conversations.	12/18/2020 1:29 PM
214	Racism is allowed, homophobia and transphobia are allowed	12/18/2020 1:23 PM
215	lack of education about LGBTQ+ issues in elementary/middle school health classes, lack of facilities to ensure a non-transphobic environment in lower schools (ex gender neutral bathrooms) lack of focus on non Eurocentric people and ideas in schools, particularly mainstream English and history courses	12/18/2020 1:07 PM
216	Materialism is so important to a high proportion of the people. Most also shy away from people who appear "different," a practice born of prejudice and inexperience.	12/18/2020 12:28 PM
217	The challenges will be to raise awareness of residents and educate them.	12/18/2020 10:46 AM
218	The school system seems inclusive at the expense of those with differing political or religious beliefs. If you are conservative, Bible believing, your viewpoint is discounted.	12/18/2020 9:54 AM
219	As a white person, I don't feel that it's fair for me to answer this question	12/18/2020 9:41 AM
220	Overcoming and educating sa out white privilege	12/18/2020 9:23 AM
221	I think there are a lot of people with different privileges in this town that don't want to engage with uncomfortable conversations about their behaviors or even complicity.	12/18/2020 9:21 AM
222	Deciding a NOOSE was NOT a racial incident!!!! Police consistently pulling over every Toyota Corolla or Honda Civic that crosses from Lawrence into Andover. Bogus representation of a native americans on the town seal. Police arresting a black student at the high school and not any white students all involved in an incident. Dozens of police from Andover, Lawrence, and other locations (including several detectives in plainclothes) being called to do 'event control' during protests about black lives on Route 28/Main St. just to show a police force and to ramp up police overtime pay.	12/17/2020 10:31 PM
223	It's challenging to celebrate diversity when the community is not particularly diverse. May seem forced.	12/17/2020 6:46 PM
224	I have never felt good towards the town police. There always seem to be too many of them on detail, and NOT paying attention to me as a driver or as a bike rider when I approach a construction site. They seem to be talking to other police or to the construction workers, which is worse than useless! In Tewksbury, I was shocked one day that a policeman was helpful, friendly and wished me a good day after giving me directions regarding a detour! I wish Andover police were that friendly. If I, as a white woman, feel that way about our police, I can't even imagine what a minority male would feel about interacting with them.	12/17/2020 5:58 PM
225	Recruiting and retaining a diverse workforce in both the schools and the town.	12/17/2020 5:27 PM
226	Very few people of color work for the town or schools or are in management/leading roles. There is very little affordable housing. the Elderly are being pushed out with the increase in property taxes every year. I don't trust the police to interact fairly with all people.	12/17/2020 5:08 PM
227	I am ignorant about our challenges. As a white male I feel totally isolated in an affluent white bubble in Andover and so to ignorant about these issues, except I think its a major problem in the country and we need to do better!	12/17/2020 5:02 PM
228	A challenge is making people aware of the advantages of diversity and equity to all people of Andover.	12/17/2020 4:23 PM
229	As with the rest of the US, there are issues about fear of reprisal based on politics, race, and gender	12/17/2020 3:34 PM
230	I don't know enough about how they have handled situations, with respect to diversity. So I will not comment. I work in a very diverse school, and have never heard of any problems with	12/17/2020 3:33 PM

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inclusion, equity or diversity. I'm very glad about that, because I feel IF we had been having problems, I would have heard something.

231	Lack of affordable housing. Ignorance of white people, especially older adults, about the history of racism in the US and in Massachusetts.	12/17/2020 3:15 PM
232	From what I can see, Andover's residents are not diverse, comparing to national or state average.	12/17/2020 3:14 PM
233	I don't have a lot of interactions with most town offices except for the schools. My experience is that the school leadership, PTO, room parents are not respectful of the socioeconomic diversity in town. They expect everyone to have the latest tech, have flexible work schedules to attend events, and to be able to bring in lots of extra stuff. It's very frustrating. I've also seen room parents use cultural or language differences as an excuse to exclude families they aren't 'comfortable' with. From my kids' report, some teachers don't address overt racism among students, probably because that's really hard to do. But letting students treat each other badly is not acceptable either. Some of the downtown businesses are snobby and I feel unwelcome there. I have money to spend but I don't "look the part" of an Andover mom. Sorry, that's more than 2.	12/17/2020 1:27 PM
234	Andover does not educate the youngers to accept and embrace the changes and the diversity. What we show our young generations will pave their road to the next yet we are not doing that anywhere to show how to embrace and how to accept the differences and respect one and other. More and more incidence we are seeing happening in high school which brings me to think did this happen prior to high school and yet we are not seeing or recognizing it at earlier stage?	12/17/2020 1:12 PM
235	We need more diversity among our teachers, principals, librarians, police, firefighters, nurses, etc	12/17/2020 1:12 PM
236	There is a louder and more privileged whit voice with a longer history in the town. There are mostly white people in positions of power in our town and the majority of teachers in town are white.	12/17/2020 1:03 PM
237	Be honest and open about hiring. The fire department has no minorities and less than a 1/2 dozen minority police officers/command staff.	12/17/2020 12:59 PM
238	Not sure	12/17/2020 12:44 PM
239	The majority of the population including those in leadership with decision making roles are white and privileged.	12/17/2020 12:29 PM
240	I haven't really seen anything outside of this survey	12/17/2020 12:13 PM
241	We don't have many cultural festivals or ways for people to share their culture.	12/17/2020 11:58 AM
242	Do we have a human rights committee in town?	12/17/2020 11:55 AM
243	None.	12/17/2020 11:49 AM
244	Friends who are people of color report being stopped by police without cause, sometime asked why they were in this neighborhood. The schools have very few people of color on their staff, offering few role models for students of color.	12/17/2020 10:31 AM
245	The new diversity (Asian esp) is all almost entirely well educated and wealthy. New racial and diversity does not include African Americans or Latinos. No new income diversity - all people with higher incomes.	12/17/2020 8:00 AM
246	The challenge is acknowledging the fact that there are individuals who are obnoxious Everywhere, but also knowing that they do not represent Andover ...or me.	12/17/2020 7:32 AM
247	We have very few people of minority or maginalized groups in elected office or working for the Town. Our population has only begun to become more diverse in recent years and it's partly due to apartments that many in this town resent because they want to "preserve our community". We need to actively promote and celebrate diversity (and not just in elementary school) if it's going to happen.	12/17/2020 12:03 AM
248	Leadership, and population in general, is not diverse. Apathy from so many (low #s at Town Meeting, for example) makes DEI work seem/feel marginalized.	12/16/2020 10:11 PM

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249	I think all primarily white communities, like Andover, don't have an awareness of the experience of people of color or different cultural backgrounds and thus don't recognize the need for improvement. So just taking steps to increase awareness is a great start.	12/16/2020 8:47 PM
250	Vast majority of police department is lacking in diversity-hires should include more female, people of color, etc. The department has not evolved in its understanding or acceptance of diversity in our community and it is reflected in their work.	12/16/2020 7:26 PM
251	Town Management only serves a small portion of the population -- its allies. It actively works against everyone else with a significant level of vindictiveness.	12/16/2020 7:03 PM
252	Stop looking at people of color when they are shopping !!	12/16/2020 6:42 PM
253	I think there is lack of leadership and someone to shepherd the DEI process in Andover so a lot of issues are often sidelined or mis-represented.	12/16/2020 6:08 PM
254	Complaints of racist behavior by some local residents/officials are not publicized.	12/16/2020 5:27 PM
255	Elem curriculum is very traditional and outdated - no discussion of history other than white history in New England. No diverse perspectives offered. Very disappointed with town police response to racial profiling incidents - young man attacked by Whittier St. resident and young woman profiled at her own mailbox. Unacceptable.	12/16/2020 5:12 PM
256	There is a large part of the population that either doesn't care, doesn't know about or is outright hostile to the ideas of DEI	12/16/2020 3:41 PM
257	Shut for business or conversations at the top levels	12/16/2020 3:33 PM
258	Slow police response to racial incidents Lack of awareness that racial incidents are due to systematic racism and mostly referred to as one time incidents (this is seen through communication from the school and the police force)	12/16/2020 2:55 PM
259	Not a terribly diverse business community.	12/16/2020 2:49 PM
260	9x% of the town is white...we have a diversity problem that "the town" is not going to solve on its. INCLUSION needs to be the message, Equality is next. Diversity comes over time when the first two are the focus.	12/16/2020 2:13 PM
261	I, personally do not see that there are challenges that need to be further addressed in Andover. I see acceptance and inclusion of other races & religions.	12/16/2020 2:00 PM
262	The main challenge I see is that a lot of old Andover families happen to be white; this can be off-putting to minorities who want to feel like they fit in.	12/16/2020 1:25 PM
263	None	12/16/2020 12:59 PM
264	Racism discussions to emerge last year from school and community members has not been addressed in an appropriate manner.	12/16/2020 12:44 PM
265	Racist storekeepers who profile youth and adults fo color	12/16/2020 12:34 PM
266	Doing too much ...	12/16/2020 11:46 AM
267	There are no challenges.	12/16/2020 11:39 AM
268	Challenges to me wd be sorting out or identifying genders. Interesting but confusing. If a person is law abiding, respectful to the environment and its inhabitants, I feel they should have a fair chance...of course, each person is or becomes a contributor to their community and that means paying their way as well.	12/16/2020 11:36 AM
269	communication	12/16/2020 11:08 AM
270	We need to make sure that diverse populations are included in the community and afforded equitable outcomes within our community.	12/16/2020 11:03 AM
271	shops	12/16/2020 10:39 AM
272	1. Cost of living is a huge issue. 2. Hiring and attracting diverse leadership to work here would lead to more diversity. 3. Biases and attitudes of superiority especially concerning our neighbors in Lawrence.	12/15/2020 10:52 PM
273	It is difficult as socio economics are from very little to overabundance. It is harder on the	12/15/2020 10:44 PM

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children of all races when they have friends with much less or much more than they do. My children have had friends at the memorial circle (of all races) as well as very well off children (of all races) and I feel that in Andover it is difficult to not have much when so many have so much. I feel in Andover the problems are more socio economic as just to live here is so expensive, and those with less cannot keep up the standard of living regardless of race. I felt very badly for the principal of AHS last year, when he was carrying out what the student spearheading awareness for the black culture and then he got in trouble for doing what she advised/wanted. that kind of thing should never happen and then he suffered as well as the girl.

274	I teach in Andover, the teacher population is probably about 90% white, if not higher.	12/15/2020 7:58 PM
275	Police and firefighters! The racism we've experienced is sad and infuriating.	12/15/2020 4:23 PM
276	Fire department	12/15/2020 3:59 PM
277	Following up on racially charged incidents in APS The overall "image" of Andover	12/15/2020 12:30 PM
278	The Youth Center and their employees need to stop preaching division.	12/15/2020 11:50 AM
279	Frankly? Money. Most marginalized groups do not have enough money to be able to live in Andover. And if they do, they don't have enough money to be able to put their kids into sports etc. So the community is and remains mostly whitewashed.	12/15/2020 11:14 AM
280	I do not know the numbers, but expect that the majority of town employees are white. Hopefully, we look to hire a more diverse group going forward. I was disappointed to see our director of diversity step down due to hate speech.	12/15/2020 9:31 AM
281	well all these programs are new in the town so its very hard to answer these types of question	12/15/2020 9:20 AM
282	White privilege prevails in most public spaces. Multi-ethnic businesses are hidden away from Main street.	12/15/2020 7:53 AM
283	There is no diversity, there have been many overt instances of prejudice, both at the schools and in town. Police seem to always be stopping POC. The majority white population is lacking exposure.	12/14/2020 10:09 PM
284	Opening businesses run by underrepresented groups Attracting a diverse population to live in Andover	12/14/2020 9:36 PM
285	police stopping drivers - racially profiled	12/14/2020 9:17 PM
286	Fire department	12/14/2020 8:32 PM
287	Many residents are very closed to accepting other cultural backgrounds around them. It will take a lot more exposure to culturally diverse events for them to become more accepting and inclusive.	12/14/2020 7:54 PM
288	You can't have change if your town offices all look and feel and serve a homogeneous population	12/14/2020 7:18 PM
289	Why don't we have more diverse restaurants in the Town of Andover? I was told a story upon first moving to Andover by a long-time resident about how a famous sushi restaurant/chain was trying to get permits to open their restaurant in Andover and that the Board of the Town of Andover made it so difficult for them because the fish was raw, thus unhygienic?? (my assumption), that this restaurateur gave up after attempting for a bit of time. This anecdote is a story I was told, thus I don't know if it can be proven, but I believe it!	12/14/2020 5:55 PM
290	Socio-economically not diverse which is a positive (i.e. house values) and negative way (not enough diversity).	12/14/2020 4:36 PM
291	I have heard too many stories of people of color having opportunities taken away because of what appears to be other louder voices.	12/14/2020 3:38 PM
292	Attracting diverse people to work in Andover	12/14/2020 3:10 PM
293	The police are awful. They are sexist, ageist, condescending, smug little fascists. They also don't know the law and try to use their uniforms to intimidate people. Let them know they can't tell citizens to not film from their own property or on public land, because apparently that's news to them. They are bullies and they treat dark skinned people and Spanish speakers differently.	12/14/2020 12:35 PM

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294	The challenge I see with Andover is the inclusion of individuals with disabilities.	12/14/2020 12:08 PM
295	Appointing head of the diversity/equity and inclusion program. Addressing/ Condemning incidents where issues have happened with regards to race: e.g. harassment of African American lady by a previous employees of Andover to her house to make sure she is not accessing a mailbox not belonging to her.	12/14/2020 10:54 AM
296	Much too into social correctness. Follow the herd.	12/14/2020 10:52 AM
297	Lack of acceptance among the citizens of lifestyle difference such as socioeconomic.	12/13/2020 6:38 PM
298	Andover is classist and racist. It is reactive rather than proactive in regard to DEI.	12/13/2020 5:58 PM
299	a lot of the people in down discriminate against those who are part of marginalized communities and it makes people of those groups unsafe	12/13/2020 12:07 PM
300	The High School needs to remove the police officer it's had in the school. Replace him with people who are trained in DEI.	12/13/2020 12:00 PM
301	N/a	12/13/2020 11:11 AM
302	The population of Andover is primarily white, which means the Town must do even more to reach out to non-white community members to make sure they feel safe, comfortable, and included in our town.	12/12/2020 7:06 PM
303	Discussion of the topic in the abstract at the district level doesn't really translate down the line. Without a cohesive set strategy, discussion on these topics tend to cause staff to react defensively. This is an ongoing challenge.	12/12/2020 6:04 PM
304	town services are not equally available to all in the town	12/12/2020 2:31 PM
305	Sometimes we have a tendency to see problems when there aren't any. There is equal opportunity--this does not mean equal income.	12/12/2020 1:44 PM
306	1) This survey. Some of the questions are not worded correctly (for example, number 4) and therefore are not very helpful. 2) Groups are so separate.	12/12/2020 12:00 PM
307	Majority white town and people and businesses appetite and stamina for systemic change is varied. There is such division-same as the rest of the country. Doesn't mean we shouldn't organize and get to work on it. It's a process and the time is now.	12/12/2020 9:16 AM
308	I hear about kids being disrespectful or racist at school and you realize their parents must feel the same way. How do you eradicate that?	12/12/2020 8:13 AM
309	Andover is a town where there are many initiatives and projects that appear oriented to this mission, and there are specific examples of successes, but in general, progress is stymied by the general disposition of residents with privilege. The primary demographic in Andover is financially secure White people, and while there are predominantly good people, there is a significant sense of entitlement and "keeping up with the Joneses." Very often people interact with surface pleasantries, but become hostile if they believe other people are getting something they aren't. There are many people who blame the inclusion of others for their own lack of opportunities. For example, parents whose children play sports frequently complain that other children 'bring down' the team, which will impact their own child's future successes (i.e. less talented kids or children from another culture who are there for fun versus achievement) . Similarly, many parents struggle to accept that their child could be average at something (i.e. sports, school), and would rather blame other people for being incompetent or problematic, causing their child to be less exceptional, versus accepting their child's normal capacities. This blame may be pointed at an institution, like the school, or specific groups, such as people with less financial means, people of color, or both.	12/11/2020 6:10 PM
310	No representation AtAll in the schools, school committee and other leadership town groups from other diverse social ethnic groups.	12/11/2020 1:20 PM
311	The biggest problems are the left leaning educators trying to shove the "WOKE" agenda down our students' throat. My daughter was forced to pretend to be liberal in order not to be penalized grade-wise by her teachers.	12/11/2020 1:03 PM
312	Can't speak opposite of the teachers union without backlash.	12/11/2020 12:45 PM
313	The hiring of Sobhan Namvar, "Soap" as I know him, for the diversity program was good	12/11/2020 12:13 PM

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intentioned, and turned out terribly, in my mind. I have known Soap for many years through Andover Youth Services. He is a wonderful, committed person. I was glad to hear he had offered to lead that difficult job. What happened was an awful outcome, expressing the worst of Andover's exclusive, racist, attacks in public. What a bad example that set of the town of Andover.

314	Students of color and low income backgrounds continue to feel marginalized	12/11/2020 12:07 PM
315	I'm very concerned about the racist behavior allowed to continue within the fire department and schools. I'm concerned that Sobhan Namvar was not supported in his role with Andover DIVERSE and I worry that the DIVERSE committee is now headed by a white person. I worry about the lack of diversity within town leadership. I work for a town department and have not felt supported when I bring up issues of equity and diversity.	12/11/2020 11:34 AM
316	1. I believe that if the person who was offensive had money they wouldn't do anything. Like if it was a high up official they'd push it under the rug.	12/11/2020 10:37 AM
317	Few have had training in diversity and inclusion. Few have been a minority. Few have been discriminated against. Few have been told that their opinion doesn't matter. All of our have our biases. We need to recognize them, understand them, and not only be well meaning, but well doing.	12/11/2020 10:26 AM
318	1. I believe the challenges are racism as well as classism. Is the rent for business space such that it can include anyone from any race to afford? 2. Thinking back on an incident that occurred at AHS last year, and other events that have happened, I don't feel the leadership in Andover acted appropriately. Further education and workshops are needed for the leadership in this town. 3. I have not seen the town manager/chief of police interacting and leading the town. This was very evident during the early days of the covid-19 outbreak. Other towns were encouraging their community to wear masks and in Andover the police and town workers weren't wearing them. This sense of "the rules don't apply to me because I live in Andover" needs to change. Residents feel this way because the leadership feels this way.	12/11/2020 10:17 AM
319	Honestly, I avoid town activities and business. As a woman of color, I rather drive to Lawrence or Lynn to get services or go into shops. In the short 3 years I have lived in Andover, I've had police follow my partner, who is Black, four times, I've had the shop owners downtown follow my Black daughter and her friends around the store, and 2x I've had people randomly come up and touch my toddler's hair. It's outrageous and I've never had those types of experiences when I lived in other towns.	12/11/2020 10:04 AM
320	It seems that every brown/black person gets stopped automatically by police without reason.	12/11/2020 9:04 AM
321	The town is doing a great job!	12/11/2020 8:43 AM
322	School Responses to racial incidents are not proper nor effective. Lack of racial diversity among teachers is a big issue. A number of high school teachers are strongly biased towards kids of color- kids know who they are- very sad situation. Insufficient meaningful diversity, equity, and inclusion training at the high school (probably the same situation in other schools). Leadership needs to have a plan that should be shared with residents on how diversity, equity, and inclusion is being addressed at schools. Kids of color voices in high school are not taken seriously- administration should listen to them.	12/11/2020 8:32 AM
323	Police department is not respectful of diversity in many instances	12/11/2020 8:12 AM
324	Not enough teachers of color Not enough business owners of color	12/11/2020 8:11 AM
325	Given the current political climate, what does the government do to ensure reasonableness vs extremism? Prominent Civil Rights Activists express opposition from the black community as politicians marginalize them. In general, blacks consider the country to offer an unlimited opportunity which many have benefitted from. What are the current challenges that the Andover government is aware of? Where is it shared? In other words, where is the starting point? If you are trying to improve, what are you improving upon?	12/11/2020 7:53 AM
326	Celebrating various cultures.	12/11/2020 5:38 AM
327	None	12/10/2020 10:09 PM
328	It is overly liberal and conservative viewpoints are criticized and vilified.	12/10/2020 10:09 PM
329	Racial profiling. School treatment of differently able learners. LGBTQ acceptance/safety	12/10/2020 9:40 PM

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	especially in school	
330	High school students of color face discrimination from peers and adults. Implicit bias is a problem all people need to recognize and address.	12/10/2020 8:56 PM
331	Blatant racism that happens in the school and town that administration doesn't care to deal with.	12/10/2020 7:51 PM
332	I wanted to put a black Lives Matter sign on my lawn but I feared retribution	12/10/2020 6:30 PM
333	There is a huge bias amongst Andover Public School STAFF members towards conservative and moderate students. Especially at AHS (history department being the worst offenders). The staff has a bias towards students that do not align politically with them. Many students leave class feeling attacked if they have had the courage to express their opinions. Many do not feel comfortable at all to voice their thoughts or opinions. School is supposed to be a safe environment to express opinion. Students are made to feel excluded rather than included. The literacy dept at all levels of APS is another left leaning dept which is evident in their literacy resources provided to students. The Literacy depts political bias is clearly reflected at all age levels and students feel very uncomfortable with many of their resources.	12/10/2020 6:26 PM
334	There are clearly, openly racist residents that have felt emboldened in their racism this past year. The incident with the young woman of color getting her mail and being interrogated by a town employee was disconcerting. The recent meeting wherein a committee member repeated the "n-word" in a storytelling mode was at best tone-deaf and at worst a complete disregard for the harm of that word.	12/10/2020 6:14 PM
335	Officials are afraid to call out wealthy townie families for harassing poc. Town of andover likes to keep everything pristine, and often makes policies that indicates that officials view POC as not pristine or good enough for the town.	12/10/2020 5:59 PM
336	Consequences are not given at the high school	12/10/2020 5:41 PM
337	The Police department does not mirror its constituents. The amount of time I see a BIPOC person be stop in comparison to white is disheartening. For example, I've been stop multiple times, no tickets or warnings. Simply because being BIPOC while driving in Andover is a threat.	12/10/2020 5:30 PM
338	it takes work and makes people uncomfortable	12/10/2020 5:22 PM
339	Problematic Facebook groups. Poorly handled investigation into off duty misconduct. Bias against affordable housing.	12/10/2020 4:41 PM
340	None	12/10/2020 4:33 PM
341	There are none.	12/10/2020 4:31 PM
342	One challenge is that the boards (whether it's PTO boards or town boards) rarely include other races and minority races aren't reached out to or generally encouraged to join...primarily because I think the ones currently involved don't know how to find willing and qualified candidates as they aren't currently in their circles.	12/10/2020 3:53 PM
343	Can't think of any.	12/10/2020 3:31 PM
344	There are no challenges. The overwhelming majority of people have no issues with others of different raceX religion or ethnic background. The town of Andover is actually making this issue greater than it really is and thus adding to division between people. For instance, this survey. Some of these questions are absurd to be asking every community member.	12/10/2020 3:17 PM
345	Look a the cover the of the Andover Magazine.	12/10/2020 3:13 PM
346	Cost of living, white overprivileged students in schools	12/10/2020 3:07 PM
347	I sometimes get the sense it is a tolerant versus accepting/welcoming community. It's subtle. There's a bit of ignorance when it comes to diversity, what it means and how to be inclusive. There can sometimes be a reactionary mode in the town and addressing only when there is an issue or concern expressed. We get into a mode of eliminating broadly rather than including or broadening. It's not only ethnicity that makes up diversity it's age, gender, socio-economic background, religion.	12/10/2020 2:47 PM
348	There are a lot of white people here and very few BIPOC. the town is dripping in privilege and	12/10/2020 2:45 PM

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the residents love all the privilege.

349	BIPOC families who are low income specifically have reported how uncomfortable and unwelcome they feel in Andover. They report that they have been asked about their skin color, hair texture, called the "n" word, etc. CVS in downtown is notorious for bad incidents of hate.	12/10/2020 2:27 PM
350	I may be too new to town and may have interacted too little (COVID) to comment	12/10/2020 2:25 PM
351	1. White dominated town administration and staff 2. Lack of mutual knowledge between culture/race groups	12/10/2020 2:22 PM
352	Vocal families who feel threatened by discussions regarding institutional racism, need for equality and equity, and education about these issues	12/10/2020 2:13 PM
353	I would like to see more diversity in the teaching staff in Andover.	12/10/2020 2:02 PM
354	Putting the issues to the forefront and acknowledging potential bias is appreciated by this Town employee.	12/10/2020 1:46 PM
355	My high school child tried to address these issues at AHS a few years ago. She met with teachers & admin individually and as part of a club. Many teachers & admin gave token or even dismissive responses, though though a few were encouraging and supportive. The Safety Officer was especially dismissive.	12/10/2020 1:25 PM
356	Low numbers of residents with diverse backgrounds and understanding of challenges people with diverse backgrounds are facing.	12/10/2020 1:15 PM
357	I have no experience with these issues.	12/10/2020 1:00 PM
358	Representation in many of the committees, schools, police and fire, town offices seems to be lacking.	12/10/2020 12:32 PM
359	incomplete understanding of the issues for organizations and individual citizens.	12/10/2020 12:15 PM
360	I do not know if the TM's commitment trickles down to the department leadership. I was (some time ago) contacted "on behalf of the police" raising funds for police training out of state by what appeared from their website to be training in weaponry and civil disturbances. It frightened me that the local leadership was ceding responsibility for how to deal with such disturbances	12/10/2020 12:14 PM
361	How many non white men Selectmen does Andover have? How many Andover police are non White men?	12/10/2020 12:00 PM
362	Housing. Diverse leadership in town	12/10/2020 11:57 AM
363	They overcompensate to a point where it looks like there trying really hard to be forgiven	12/10/2020 11:50 AM
364	We have a culture of the "haves" and "have nots" in town. There are some very wealthy people who don't seem to understand that not all Andover residents are as privileged. I have been criticized by spouses of town officials because I own one of the smaller homes in andover and therefore do not pay my share of taxes compared to the larger homes in town.	12/10/2020 11:21 AM
365	Diversity is a 2 way street . . .	12/10/2020 11:19 AM
366	Tolerance can be a challenge	12/10/2020 11:19 AM
367	Like many densely populated centers in New England, Andover has forgotten Dr. Martin Luther King's vision of judging people by the content of their character rather than the color of their skin. Some aspects of the town (esp. schools) are hyper sensitized to, and actively emphasize, cosmetic differences between humans rather than emphasizing that we are all of one race (the human race). This tactic only serves to divide us further. It is possible to appreciate perspectives coming from different backgrounds without attempting to subdivide people according to external characteristics, pit them against each other, and hold them to different standards. Typically the inequity in schools I see is giving a complete pass to people who claim some protected class while coming down hard on white male kids in a misguided attempt to counteract "white privilege." Kids have learned all too quickly how to manipulate the system. If you can't win an argument, or you don't like an individual, just shout racist, homophobe, or fascist, whether warranted or not, and the system will do the rest. The fact that many people fear consequences for expressing viewpoints such as these publicly is truly depressing. The suppression of speech and healthy debate is chilling. I think it's quite likely	12/10/2020 11:10 AM

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that you'll dismiss my feedback because of my demographics. Until you treat all ideas as having equal potential merit, you are part of the problem.

368	Many teachers, at all levels, continue to express their political views and spread negativity regarding certain professions. There are children in their class that have parents in these professions that feel they could never speak up or there would be consequences. It is completely disrespectful on the teachers part and if the Town wants to be all inclusive that needs to change.	12/10/2020 10:56 AM
369	Personal biases. People grow up a certain way and that's hard to change. We can also have a lot of discussions and talk about it, but you have to actually do something (I'm just not sure what)	12/10/2020 10:54 AM
370	How many non white men Selectmen does Andover have? How many Andover police are non White men?	12/10/2020 10:49 AM
371	this town is not racially diverse per se, but it is not racist, the barriers here educational and economic. This may masquerade as racial. I think most people are welcoming.	12/10/2020 10:34 AM
372	Getting the community to understand what bias or discrimination actually is and also getting the community to understand that Andover is welcoming to any and all cultures and the insinuation that racism is prevalent in Andover is absolutely false and should not be given a platform.	12/10/2020 10:21 AM
373	I don't always feel that town management is as open to cultural diversity as expected.	12/10/2020 10:14 AM
374	There is a lack of diversity in the upper sector of town management and the hiring practices over the past few years reflect that. Also, the town leadership doesn't seem to embrace and take pride in the work done by certain town departments who are constantly working with young people of all ethnic and socio-economic backgrounds	12/10/2020 10:11 AM
375	Don't have enough information to answer.	12/10/2020 9:55 AM
376	The Town Seal is an embarrassment for not only depicting a Native American but also the story of how the land was taken Andover kids don't seem to get out into surrounding communities	12/10/2020 9:47 AM
377	I don't believe management knows how to actually change practices and there are plenty of people that don't see any issue with the way things are now.	12/10/2020 9:46 AM
378	Andover needs to prioritize education, good governance and fiscal responsibility	12/10/2020 9:43 AM
379	I think students from diverse backgrounds don't always feel as though they fit in at schools.	12/10/2020 9:37 AM
380	that they accommodate all	12/10/2020 9:35 AM
381	I am not aware	12/10/2020 9:28 AM
382	Schools specially middle and high school should educate the student about this issue	12/10/2020 9:22 AM
383	Cannot speak to this because I have only returned to the town and district since the summer of 2020. But I can tell you that in communities that are largely Caucasian and affluent, I'm sure there are challenges that exist.	12/10/2020 9:18 AM
384	Getting people of different backgrounds to apply for Town positions and Boards. North Carolina has become a leader in its diversity hiring practices, a good model to follow.	12/10/2020 9:12 AM
385	With respect to paraprofessionals in APS, the town in particular the school committee do not treat them fairly. The schools should try running without them and see what happens.	12/10/2020 9:01 AM
386	Policing social media, and rampant hatred towards different political viewpoints	12/10/2020 8:56 AM
387	Intransigence of part of population of residents	12/10/2020 8:54 AM
388	The School Committee members (not all) who are NOT well practiced at honestly considering the perspectives of others.	12/10/2020 8:53 AM
389	Many see "diversity, equity, or inclusion" as being politically correct and so are immediately against it. Need to find middle ground	12/10/2020 8:46 AM
390	Few people in positions of power are people of color.	12/10/2020 8:45 AM

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391	Hiring staff	12/10/2020 8:37 AM
392	Like everywhere else, racism runs very deep and I think we have a minority, but a powerful minority, of people that still have a hard time appreciating the value of diversity.	12/10/2020 8:35 AM
393	Not enough diversity in staff or positions of power.	12/10/2020 8:33 AM
394	I am disturbed by the house on Whittier with Trump effigy and noose as are my children who walk by. This should be removed.	12/10/2020 8:31 AM
395	Protocol, being aware of all issues of equity & inclusion	12/10/2020 8:30 AM
396	There are not many people of color in Andover, so children are not raised in a culturally diverse environment.	12/10/2020 8:23 AM
397	The town doesn't appear to address the blatant racist comments well at the school level	12/10/2020 8:15 AM
398	Inclusivity in schools at the middle school and high school level	12/10/2020 8:14 AM
399	Try not to patronize those who are racist. Hit it on the head and don't back down.	12/10/2020 8:06 AM
400	The biggest issue is the lack of accountability in our police and fire departments. When a white police officer can conclude that a racist incident is "not racist" it shows that our white town employees (the majority) don't truly understand the impact of racism on BIPOC people who live and work here, and don't understand systemic racism. It is no secret that APD regularly stop black and brown people driving in our town. Do we track that data? The Town can be more proactive and public in addressing racist incidents as reported to police or school officials. I would love to see a town that is so known for being welcoming, inclusive and just that by reputation BIPOC folks flock here and we become a more multicultural and diverse community. Our business community also needs unconscious bias training so that BIPOC adults and young people don't feel harassed and discriminated against in our downtown. We also need to make a commitment to address the legacy of settling on Indigenous land by both changing our town seal/flag and replacing Columbus Day with Indigenous People's Day, and more publicly acknowledging that the history of the area began thousands of years before colonial settlement. The schools should continue the work that's begun to diversify the curriculum and present more realistic narratives not solely centered on a white perspective AND inform that public including non-parents. Curriculum should tell unfortunate truths (internment camps, Jim Crow, destruction of Black Wall Street) AND also celebrate Black joy and resilience. I'm pleased to hear some training like White Fragility has been done at AHS. That has to be sustained and ongoing, and incorporated into goals and performance evaluations for all town employees, town and otherwise. There is an opportunity to do more to break down wall between Andover and Lawrence. What role can the town and schools play?	12/10/2020 8:05 AM
401	Fire Dept Police Dept School Administration	12/10/2020 8:03 AM
402	consistent attention and resources political climate	12/10/2020 7:44 AM
403	Socioeconomic challenges can make it difficult for some to keep up with those who can afford academic and athletic tutors and coaches	12/10/2020 7:41 AM
404	Christmas heavy celebrations, parades, decorations	12/10/2020 7:34 AM
405	community's perception that helping someone from one group means taking away from another	12/10/2020 7:29 AM
406	The underlying societal assumption of class, racial, religious and heterosexual privileges.	12/10/2020 6:32 AM
407	Good luck with the crowd, not hopeful when the diversity coordinator had to quit	12/10/2020 5:33 AM
408	I think that the community population is changing quickly. I think that there are many in charge that are resistant to change.	12/10/2020 5:28 AM
409	Town management seems intimidated by agencies that challenge their sense of entitlement.	12/10/2020 12:29 AM
410	Need to hire more POC, Asian (non white) within town positions, police, fire, library and in the schools	12/9/2020 11:18 PM
411	High End town center, no room for median family	12/9/2020 11:15 PM
412	I feel as though the town is leaving too much up to local opinion rather than morality. If 90% of town doesn't think we have a race problem it's because 90% of town is white and doesn't notice the way others are being treated	12/9/2020 11:04 PM

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413	There is not a lot of representation on public committees, boards, governance, leadership from a culturally diverse set of individuals.	12/9/2020 11:03 PM
414	Sometimes the customer is not always right. The simple act of saying no to someone often leads to false allegations about the motivation of the answer.	12/9/2020 10:59 PM
415	Lack of diversity in town committees and government. Lack of diversity in police force.	12/9/2020 10:58 PM
416	willing to stand up and address concerns/problems about diversity, equity, or inclusion	12/9/2020 10:38 PM
417	Issues of racism, discrimination, prejudice are not necessarily confronted because everyone is squeamish about these issues.	12/9/2020 10:04 PM
418	We do not have enough people of color working for the town. Housing costs are so high, we are unable to attract people who are lower wage earners which would help our town with greater diversity.	12/9/2020 9:52 PM
419	Andover is mostly white , rich suburban town with no people from other groups in high position in town management team or schools.	12/9/2020 9:24 PM
420	Finding diverse employees who want to work in a school that is not diverse because of demographics.	12/9/2020 9:24 PM
421	Having an unnecessary taxpayer funded group concerned with diversity	12/9/2020 9:23 PM
422	There is a big problem with town sports and people being excluded because of not being part of the white team...	12/9/2020 9:19 PM
423	Not enough people of color in education or celebrated enough.	12/9/2020 9:12 PM
424	Hiring	12/9/2020 9:01 PM
425	The population remains predominantly Caucasian with very little inclusion of others.	12/9/2020 8:56 PM
426	It seems challenging to hire teachers that aren't Caucasian. I've seen several get hired and then leave for one reason or another.	12/9/2020 8:55 PM
427	I don't think the middle schools and high schools do enough to prevent racism.	12/9/2020 8:53 PM
428	Need to see a wider variety of folks in leadership/visable roles - library, cops, town management	12/9/2020 8:44 PM
429	There is a great deal of ignorance which is just as bad as blatant racism and constant micro-aggressions.	12/9/2020 8:38 PM
430	As a town employee, I was extremely disappointed in the Jewish holidays being taken away, making me feel less valued. I now have to decide whether to celebrate my holidays or use my bargained sick days. This should not be the case.	12/9/2020 8:38 PM
431	Andover is financially and culturally diverse. I don't agree with bending over backwards to continually point this out and try to pretend to address it and solve a problem that is unsolvable... identify differences and then make sure no difference is addressed	12/9/2020 8:30 PM
432	Many students are marginalized who are of a different race or gender by the other students	12/9/2020 8:29 PM
433	Need to hire individuals from diverse backgrounds Much stereotyping - over identification of problems in lower socio-economic groups . Businesses do not represent the diversity and high real estate costs encourage high end businesses vs allowing the possibility of diverse business types.	12/9/2020 8:28 PM
434	Community majority caucasian and change is often met with resistance From outside looking in Andover perceived as rich white community and not welcoming to others	12/9/2020 8:20 PM
435	Fear of change	12/9/2020 8:19 PM
436	Lack of small minority owned businesses, lack of minorities in paid positions at all town services.	12/9/2020 8:13 PM
437	We need more diversity in our leadership and our schools	12/9/2020 8:10 PM
438	Andover does not look at itself as a diverse community, but it is! We should not be erasing the identities of the many but celebrating them, and looking at how we can be more inclusive of	12/9/2020 8:08 PM

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	non-white members of the community and unlearn racism.	
439	Responding to incidents.	12/9/2020 8:05 PM
440	Rent downtown is too expensive for businesses that are just starting out.	12/9/2020 8:03 PM
441	Not enough color on boards fir town and school, even within the small groups like PAC in all schools there isn't much diversity of any and I have sat in these groups. Mostly All white upper class moms with a couple middle class whit moms thrown in. Zero diversity.	12/9/2020 7:53 PM
442	Town officials and staff do not take diversity training and leadership doesn't appear to recognize why it is necessary. This survey is an important step toward improving that record.	12/9/2020 7:48 PM
443	Hiring, and promoting.	12/9/2020 7:42 PM
444	Population of white people	12/9/2020 7:41 PM
445	Most people are white in the town and pretend to be open minded and not biased.	12/9/2020 7:39 PM
446	Andover is predominately white . The culture here is one if privilege and it has been taught for generations. Breaking that will be hard. My children have been teased for being Jewish and I have Been told by a few that Jews were not able to live in certain areas of towns. When I went to a visit at the cultural society there is documentation that Jews were not to live in Johnson acres. There is no one from the the temple on this committee as well .	12/9/2020 7:38 PM
447	Identifying those in need. Attracting diverse applicants	12/9/2020 7:37 PM
448	Should do more do be inclusive and celebrate all religions and holidays. We are Jewish and my kids feel very left out and misunderstood by peers	12/9/2020 7:32 PM
449	Elitism is a big problem in regard to inclusion	12/9/2020 7:32 PM
450	although teachers are supposed to teach about kenya, mexico, china, india as part of the social studies unit, the units aren't developed at all like they are in other subjects	12/9/2020 7:28 PM
451	I am not sure the community believes there are racial issues in town I am not sure the town is open to change	12/9/2020 7:19 PM
452	The faculty of our schools appears a bit narrow.	12/9/2020 7:10 PM
453	The lack of diversity in the community	12/9/2020 7:10 PM
454	Not been used as a political trick like everywhere else	12/9/2020 7:09 PM
455	Andover looks at diverse groups within the confines of stereotypes. Andover treats diverse groups as charity cases that they need to donate goods to but never takes the time to understand who they are as people and all of the rich culture they bring to the community.	12/9/2020 7:07 PM
456	Seems this issue and this survey was significantly driven by ONE event? If the event was so significant then it should be rigorously investigated and prosecuted as need be. The perprotratur should be found, and details played out in the local paper (ANdover Townsman). Even if the event was orchestrated by a minor the story (less details of the specific individual) should be details in the paper	12/9/2020 7:03 PM
457	I think Andover has a lot of vocal people who are eager to turn everything into an argument and sometimes twist others' words to create issues that were not intended.	12/9/2020 6:53 PM
458	Students with special needs. Students from white families usually get more services, placed on ed plans faster and stay on plans longer than minority students.	12/9/2020 6:50 PM
459	So many don't believe it's an issue, and get upset if you bring it up or point out their shortcomings - this includes packs of students	12/9/2020 6:50 PM
460	Skills needed to facilitate the conversation i	12/9/2020 6:48 PM
461	Umm you allow racist displays to stay in peoples yards and then defend them through the tribune.	12/9/2020 6:47 PM
462	Incidents at the high school Not everything is in the police logs.	12/9/2020 6:47 PM
463	Everybody is white because it's super expensive to live there because of the school system. Which is great but update the high school.	12/9/2020 6:46 PM

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464	Stories of individual incidences that seem swept under the rug.	12/9/2020 6:45 PM
465	We are more diverse than when I started working in this town 22 years ago. What more can you do than what you already do?	12/9/2020 6:45 PM
466	I think that minorities in Andover, especially African American and Middle Eastern do not feel accepted.	12/9/2020 6:40 PM
467	I think one of the challenges is economic inclusion. I want all to prosper. How to go about that is the question. Hand outs are not long term solutions and are offensive. People want opportunities to grow and have equal access. How can a town like Andover facilitate that?	12/9/2020 6:37 PM
468	Few people of color in leadership positions	12/9/2020 6:34 PM
469	Racist acts that are dismissed as a misunderstanding	12/9/2020 6:34 PM
470	Rich white people No non-Asian diversity	12/9/2020 6:22 PM
471	The town management needs diversity.	12/9/2020 6:17 PM
472	I feel the high school under Mr. Conrad dealt with several issues punitively when they could have been learning experiences and opportunities for individual and community growth.	12/9/2020 6:09 PM
473	It is not different than in many communities where class, power and race intersect. It is sad that despite our family living here for more than 17 years, homeowners, third generation college educated, numerous graduate degrees under one roof including a retired military officer we still feel that there is always a question as to whether we live here or are visiting from another town.	12/9/2020 6:09 PM
474	1. Stop acting like minorities are invisible, acknowledge and weed out systemic racism 2. Make real changes for inclusion not superficial gestures that make you feel better	12/9/2020 5:23 PM
475	Andover is lily white. No one notices this. We talk about inclusion but don't have many minorities who live in Andover.	12/9/2020 5:08 PM
476	Dealing with the Police Union ? Saying that racism doesn't exist in Andover is not helpful.	12/9/2020 5:05 PM
477	I don't think the leadership of the town is very diverse. It seems to me that there are very few people of color and not all that many women in leadership positions, other that the select board.	12/9/2020 4:39 PM
478	Adult population doesn't seem mix as well as school aged children. Not much diversity in parent friend groups and this missed opportunities to understand ans learn from one another.	12/9/2020 4:33 PM
479	Town administration and office holders can be cold and condescending, as an asian family coming from NYC, Andover is a much more secluded and white community. It is hard to become real friends with our white neighbors and police officers especially have not given us a welcoming experience.	12/9/2020 4:18 PM
480	1. Rents are too high in Downtown Andover for any new business 2. Not enough outreach to and collaboration with Lawrence	12/9/2020 3:59 PM
481	Promote Andover as a welcoming town for all races.	12/9/2020 3:51 PM
482	We need more groups represented. Right now, I see mainly white and male.	12/9/2020 3:20 PM
483	Clearly some people feel they are not being heard. Also this effort is proceeding at a glacial pace and I think some momentum felt this summer among the larger community is being lost.	12/9/2020 3:16 PM
484	Look at the Facebook video of the mother/daughter. Look at the firefighter stopping the teen going into her own mailbox. These are two recent examples.	12/9/2020 3:12 PM
485	no visibility into what the town does to act on its words.	12/9/2020 3:09 PM
486	Not enough block events	12/9/2020 2:58 PM
487	I think that in my experience both attending and working for the public schools, there is a lack of inclusivity for students and families who represent diverse populations. I also feel that there is a lack of current practices to cultivate a rich educational environment for students from diverse backgrounds. This does appear to be changing, but there is still a lot of work to be done for professional development of educators to create this as a predominant school culture.	12/9/2020 2:54 PM

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488	I can speak to my personal experience which is mainly in the school. They should make no assumptions just because students/parents speak a second language. For eg. the schools reached out to me asking to place my daughter in English as a second language program as she needed help with reading and they said to me this is because you speak a second language at home!!!! I did explain to the school then that if a child needed help in reading this should not have been automatically linked to having parent who speak second language especially that my daughter does not even speak that second language!! I felt it was strange that I needed to explain to the school how they needed to deal with this and not to just prejudge and make assumptions. There might be are reasons if a student needs helps with reading !! as I had to explain this to the teacher and the ESL teacher :) . It was not a big deal but this is one example of prejudging students based on their background. This was one example but I see this all the time.	12/9/2020 2:35 PM
489	I grew up severely traumatized as a young child because of white peers who would tell me their parents were going to shoot me and my family after school if I didn't get out of the country. There was no normalization about conversations of race so I swallowed each, and multiple, racist/violent interactions. I grew up believing it was normal to hate my race, cry everyday after school, to never feel belonging, and to aspire to whiteness which was synonymous with belonging. A challenge Andover has is to find these experiences/stories, and lift them and share them so everyone knows how hard it is to grow up in this town as a person of color. Another challenge is to educate children in our public and private schools about the real histories of this country/town and the importance of activism and antiracism, and you can't do that with white people or for white people's guilt. You have to actually talk to how BIPOC feel and protect the youth in ways I feel I never was.	12/9/2020 2:25 PM
490	Creating a space where voices can be heard without judgement.	12/9/2020 2:02 PM
491	The pandemic and budget concerns.	12/9/2020 1:58 PM
492	Andover does nothing to proactively engage citizens in their government or community. It almost seems like we - the residents - are a threat to the power/authority of Town management, and therefore we are kept at arm's length. Andover may engage with established constituencies - chamber of commerce, etc - but that isn't engagement, leaves out the bulk of the community, and reinforces the existing power and other dynamics. If Andover is a community, it should seek to engage the community - residents - in a way it has never done before. Don't make us come to you - to one public hearing held at a time that's convenient for you. Get off the couch and meet us where we are, physically, psychologically, in our schedules and otherwise.	12/9/2020 1:58 PM
493	Predominantly white suburb with nazi children. I am terrified to send my kid(s) to school in Andover.	12/9/2020 1:55 PM
494	very homogenous town socio-economically. Not enough town employers that are minorities. very few teachers at school that are minorities and can empower minority students in our school.	12/9/2020 1:52 PM
495	I don't, in the normal course of going about my business, see much diversity or its promotion.	12/9/2020 1:43 PM
496	Still do not have enough diversity in town. What other activities can we do to increase inclusiveness?	12/9/2020 1:41 PM
497	na	12/9/2020 1:37 PM
498	Especially in pandemic times, how we gather to share stories and experiences.	12/9/2020 1:36 PM
499	Having more opportunities to meet would be great after the virus concerns are over	12/9/2020 1:34 PM
500	See the above.	12/9/2020 1:17 PM
501	The leadership functions as a clique, talking only to each other and expressing very little personal interest in town affairs beyond their particular jobs.	12/9/2020 1:14 PM
502	Employee more diverse people in all departments.	12/9/2020 1:11 PM
503	Not very welcoming and warm to newcomers, especially people of color	12/9/2020 1:05 PM
504	Long held views on racism are hard to change. The lack of diversity in the town makes teaching kids about race and diversity harder	12/9/2020 12:51 PM
505	As more minorities move into town, the town must step up training of town employees and	12/9/2020 12:43 PM

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school students and staff.

506	The repeated occurrence of overt racist harassment of people of color and the police response to these incidents is very disturbing. We need more clarity in why these were addressed with no clear indication of recognition of racism and solution.	12/9/2020 12:42 PM
507	These is a small group of residents who do not agree with these concerns and issues.	12/9/2020 12:39 PM
508	The contrast with our Lawrence neighbor is extreme. There is overt stereotyping about those who live in poverty or are Latinx. There is generalized anxiety about criminal activity and potential violence. There are even "jokes" about the police "border patrol" stopping cars near the Voc School. I know Andover people who won't hesitate to shop in North Reading or Tewksbury, but won't even drive through Lawrence streets. overzealous expectations don't leave much room for a middle ground in our schools: Bigger, newer SUVs. McMansion or white-fenced historical property. Summer homes and winter vacation getaways. High grades for entry to the best universities. Travel teams and sports ranking systems. The expectation to excel does not allow room for failure (or even mediocrity without a sense of failure) and that's not healthy or leave room for real learning opportunities. It's not surprising that we have a long history of a high rate of drug addiction and suicide among our youth. This is an expensive-to-live-in community which makes it extremely difficult for entry. It is also difficult for younger people to remain in our community after growing up here. And it is challenging for older folks on reduced fixed incomes to remain in their homes.	12/9/2020 12:35 PM
509	More promotion of BLM	12/9/2020 12:30 PM
510	I'm not satisfied with the town's response to apparent racist events in town, specifically the woman who was questioned getting main and the noose on Whitmore street	12/9/2020 12:30 PM
511	None	12/9/2020 12:30 PM
512	Need more low income housing	12/9/2020 12:27 PM
513	This is a pretty white, Catholic place. Example: my daughter's friend said she couldn't pray with them bc she wasn't baptized. Innocent enough, but a good anecdote. I grew up in a much more diverse area, there were still issues but homogeneity is much more prevalent here.	12/9/2020 12:21 PM
514	Entrenched community perspectives. Historical systems with built in racism.	12/9/2020 12:18 PM
515	Older generations thinking it is their god given right to be racist and to never change. NIMBYism in general is killing the Metro Boston area	12/9/2020 12:18 PM
516	It must not allow political correctness to dominate its decision making.	12/9/2020 12:18 PM
517	Too much emphasis is put on diversity, which actually highlights our differences, further separating people and reinforcing disparate groups.	12/9/2020 12:16 PM
518	Addressing this topic and reaching the older demographic residents and high school kids. Taking specific steps to encourage more diversity in Andover.	12/9/2020 12:12 PM
519	Heard anecdotal accounts of people of color being stopped in traffic stops when driving through Andover and fearing practices of racial profiling. We think an audit of police practices and statistics related to traffic stops, with tra sparency around these numbers, would be an important step towards wunning greater trust from people of color who live and work in our community.	12/9/2020 12:11 PM
520	None	12/9/2020 12:07 PM
521	Our town is a mix of people with progressive views on race who value diversity and people who are racist.	12/9/2020 11:59 AM
522	Persons employed to Leadership roles Town manager etc	12/9/2020 11:58 AM
523	its police, the gilberts, board of health, the aberdeen.	12/9/2020 11:57 AM
524	Diversity is hard to achieve when affordable housing is so limited--not just to attract racial minorities, who may be of any income level, but to attract a diversity of ages of residents and of economic classes of residents. As a relatively young person, I can't see ever being able to afford a house in Andover, despite working here for a good salary for someone my age.	12/9/2020 11:50 AM
525	Some residents still need to have their mindset opened up when it comes to inclusiveness	12/9/2020 11:47 AM

Town of Andover

526	People of color I know in town recount incidents with citizens and with police during which they feel they are ethnically, racially, or religiously profiled and unfairly treated with suspicion.	12/9/2020 11:45 AM
527	Housing costs are astronomical.	12/9/2020 11:39 AM
528	Getting commitment from it's citizens.	12/9/2020 11:38 AM
529	Families need to work harder to encourage children of different backgrounds to become friends. I would like to see fewer groups of kids that all look alike hanging out together.	12/9/2020 11:36 AM
530	I see no efforts	12/9/2020 11:36 AM
531	Recognizing it exists is the first challenge Providing more than lip service is the second I read the blog posts from students describing their experiences within the schools and was heartsick at the level of casual racism these students had to endure. Training is about understanding and validating the different experiences and figuring out how to respond proactively, not reactively.	12/9/2020 11:35 AM
532	No insight	12/9/2020 11:34 AM
533	The fact that the incident with the firefighter being racist was "determined" not to be racist. Lack of BIPOC in town employment. Lack of awareness about	12/9/2020 11:31 AM
534	I think Andover doesn't know if it wants to be the next Winchester or the next Topsfield. So many people are fighting tooth and nail to maintain/increase property values meanwhile others are working to broaden what it means to be from Andover (ie affordable housing, senior housing, etc).	12/9/2020 11:30 AM
535	Determining the truth in the current climate with respect to diversity. Andover is a welcoming community.	12/9/2020 11:30 AM
536	Not reacting to incident especially in schools	12/9/2020 11:24 AM
537	none needed	12/9/2020 11:09 AM
538	We need to have BLPOC people in positions of power from teachers to selectmen.	12/9/2020 11:06 AM
539	Changing attitudes of town workers and citizens will be a big challenge, especially with regard to the core group who grew up in town and don't want anything to change and don't welcome 'outsiders' very well.	12/9/2020 11:05 AM
540	Lack of people of color in Andover Lack of leaders (teachers, business people) that are of color	12/9/2020 11:02 AM
541	Police called on my son and I playing at basketball court by ourself. Officer was very nice he stated someone called b/c we had no mask on, however, we were all alone no one with in sight and I have noticed other folks in areas w/o mask on different occasions . Also, I feel at first glance some residents don't think we live in Andover. Usually when using the basketball courts the assumption is we drove over from another city or town.	12/9/2020 10:58 AM
542	Whatever efforts are being done, I think there needs to be a good communication mechanism to show those efforts as I am not aware of any	12/9/2020 10:54 AM
543	Not enough diversity among employees Not enough diversity on boards and commissions	12/9/2020 10:51 AM
544	1 There are only a few Black people in Andover to include. Our Asian community is vibrant in its own right. Who do we outreach too? 2 The emphasis on diversity is misplaced in my opinion. Equal treatment and opportunity should be the emphasis. By emphasizing diversity you make us more tribal.	12/9/2020 10:36 AM
545	Always reactive, very little attempt at being proactive	12/9/2020 10:32 AM
546	Needs slight improvement	12/9/2020 10:22 AM
547	Andover Schools are not welcoming of diversity. Even though they profess it in email communications, there are many undertones and people of color/ or from different background are treated not equal. School is where it needs to start. Kids should feel safe in school environment.	12/9/2020 10:10 AM
548	affordability, housing, transportation	12/9/2020 10:05 AM
549	My next door neighbors are a mixed-race family. The children have had experiences with other children who have made negative remarks about black people.	12/9/2020 9:53 AM

Town of Andover

550	Town leadership is hyper-majority white male and majority white. It has a history of not dealing with issues of racism or inclusion issues (ADA) in a equitable way. Even internal processes, like defaulting to my husband's name on all our Town bills and mailers is unbelievably misogynistic.	12/9/2020 9:52 AM
551	- limited diversity to draw from within the community itself (for real-life perspectives, expertise, etc.) - a long and deep history of white leadership and privilege, fueled by a significant amount of conservative residents who are resistant to change/progress	12/9/2020 9:44 AM
552	Stratification and segregation by socio-economic status is fueled by housing costs. Too many banks and corporate offices in the downtown area which keeps small business out of the center.	12/9/2020 9:26 AM
553	Always jump to the conclusion of the minority without having the whole facts. They jump to conclusions fast	12/9/2020 9:25 AM
554	I feel the town is well suited to attract a diverse professional population to those who have the resources to live here.	12/9/2020 9:22 AM
555	Get away from politically correct speech and actions. Truth speaks louder!	12/9/2020 9:18 AM
556	People in this town need to knock it off with "all lives matter", "blue lives matter", and "thin blue line". Everyone knows that all lives matter and police are important. But those aren't the groups that are being marginalized! Quit worrying about a shift in the balance of power and do the right thing by showing what the Andover Police Department does to protect the safety of black men. That's the group that is in danger in the US right now.	12/9/2020 9:18 AM
557	Will you make bananas the official fruit of the town?	12/9/2020 8:47 AM
558	School system tries but as evidenced by celebrating Hispanic Heritage Month when there were only a few days left and Thanksgiving lessons were focused mainly on Pilgrims and not Native Americans.	12/9/2020 8:46 AM
559	People who are in positions of leadership are typically "townies." There seem to be few new faces involved in committees and positions of leadership.	12/9/2020 8:44 AM
560	The Statements need to become operative	12/9/2020 8:32 AM
561	We have to constantly monitor and teach our kids how to deal with issues in school and after school activities. It is a burden on the parents that we are happy to hear but the effect of the individual incidents on the kids is immense. Example of a comment "why are you carrying that bag like that - is it because you are Indian hahahahaha?" And so on and so forth. And this is to a strong well adjusted happy child who can handle it.	12/9/2020 8:30 AM
562	Truly and truthfully accepting there is a diversity, equity and inclusion issue. Avoid normalizing there is a diversity, equity and inclusion problem.	12/9/2020 8:28 AM
563	No conversations happen about the above, there is no safe space where people can come and talk about their experiences.	12/9/2020 8:21 AM
564	Needs to be discussed more openly around the town. Don't see that happening yet.	12/9/2020 8:18 AM
565	We don't talk about it. We're a bit exclusive. Relationships with neighboring towns with more mix are hidden or non-existent	12/9/2020 8:17 AM
566	Not just Town of Andover but everywhere we need to make sure that there is not any reverse discrimination.	12/9/2020 8:06 AM
567	When someone complains about racially biased events, there should be a public acknowledgement of the same. I have seen it getting implemented inconsistently.	12/9/2020 8:03 AM
568	Teaching young people to respect all people regardless of race, religion or sexual orientation.	12/9/2020 7:57 AM
569	Every time I see a police car pull over someone, they are a person of color	12/9/2020 7:56 AM
570	we may not be willing to let go of some of privileges the schools still overwhelming serve those with money and education, and we resist any housing that would help lower income folks.	12/9/2020 7:52 AM
571	Response to racially charged issues has been terrible: painting the rock at the high school, unfair treatment of children, noose as "decoration", diversity chair being forced to resign...	12/9/2020 7:45 AM

Town of Andover

572	There are not enough people of color employed by the town especially in the schools. Students need to see adults that look like them at school. My child says that there is an undercurrent of racism at Andover High School. My child feels that he/she is treated differently in negative way due to his/her skin color by students and some staff.	12/9/2020 7:39 AM
573	Ye biggest issue I see at the moment is the equity in school- the wealthy can afford tutors and counselors which keep their kids on track (as much as possible). Their is a lot of struggle in the school for some students right now who are doing it on their own while their parents are working. It is not equitable AT ALL.	12/9/2020 7:30 AM
574	As a parent of high schoolers I have seen social media posts made by students that are incredibly discriminatory. Andover is a very affluent and very white town that doesn't really reflect the diversity both in color and life experiences that many people experience. Residents tend to insulate themselves from the very real issues many people face.	12/9/2020 6:54 AM
575	I am concerned that most Andover (residents) does not have an understanding of diversity, equity or inclusion.	12/9/2020 6:41 AM
576	Limited number of people from diverse backgrounds live here.	12/9/2020 6:26 AM
577	Needs to be more so at town hall, fire & police dept.	12/9/2020 6:19 AM
578	7	12/9/2020 3:22 AM
579	Don't know	12/8/2020 11:34 PM
580	Lawrence is right next door but many of us whites are afraid to see all that the people there have to offer.	12/8/2020 11:15 PM
581	Wanting to be civically engaged is difficult. I find that I am very knowledgeable about how the town works and where to find things / look for information and I find it difficult to understand what is happening when in the town. "Inclusion" I think should be defined by how many people are engaged in the town's activities. Look out the Town Meeting attendance compared to how many people live in the Town. Inclusion to me is making an effort to pull people in by making things accessible, being clear and consistent in communications, making things simple.	12/8/2020 11:00 PM
582	I think Andover took a huge step backwards when it decided after almost 2 decades to open schools on the Jewish High Holidays. My children attended school this year on Yom Kippur- the holiest day of the year in the Jewish faith because I was concerned about them missing one of their 2 in person learning days. The faculty were oblivious that it was an important religious holiday, which was very difficult for my children to understand. There's been an uptick in anti-Semitic incidents in this country over the past several years and changing the school's practice of being closed on those days sent a very negative message to members of the Jewish faith in this town. It also made us an outlier from other towns in the greater Boston area with a sizable Jewish population like Andover. Many other towns are closed on those holidays.	12/8/2020 10:35 PM
583	There is absolutely no regard for families with two working parents or hourly paid providers, particularly with youth enrichment programs and the school system	12/8/2020 9:59 PM
584	Deeply held racist attitudes embraced by a noteworthy segment of the Andover community.	12/8/2020 9:59 PM
585	Complete lack of diversity in town offices, schools/school department, police and fire departments. Much fewer children of color on sports teams as kids grown older and teams are competitively selected.	12/8/2020 9:53 PM
586	It's too easy to remain n our own little bubble, never seeking out or stumbling upon much diversity here. Since our daughter's marriage to a man identifying as Black, I find myself more self-conscious about the whiteness I have always had in my surroundings. I'm trying to be less clueless, but until I stretch to seek out more diversity here, it probably won't happen.	12/8/2020 9:41 PM
587	The rest of the town is really white.	12/8/2020 9:34 PM
588	I have to defer to the people impacted and posting their experience elsewhere.	12/8/2020 9:29 PM
589	There isn't much diversity, too many white men in leadership	12/8/2020 9:28 PM
590	-sometimes the schools are always asking for fees for this and that and this can be exclusive to lower income people, for example matching tshirts for this event and that event, money for field trips, money for gifts for teachers, ect I went through a period of time where I personally	12/8/2020 9:07 PM

Town of Andover

could not pay for things, but I will say, when I spoke up, I was allowed to have payment plans, get scholarships, etc...but sometimes it was hard to ask

591	Don't know	12/8/2020 9:03 PM
592	Very few people of color represented in town positions, school leadership, businesses.	12/8/2020 9:03 PM
593	I don't know what challenges the town itself faces. I have heard about adults and kids alike in town using racial slurs toward black and brown people. That's a major concern for me. I also think we need to focus on welcoming those in the LGBTQIA community. At the elementary level, I've experienced some resistance to things like including library books about kids with same sex parents and about kids who might identify as trans.	12/8/2020 8:53 PM
594	Have had police come to the door to make sure everything was ok when we had welcomed a nonwhite person into our house	12/8/2020 8:49 PM
595	There is a large sense of superiority and entitlement in this largely white, affluent town. Lack of awareness of privilege.	12/8/2020 8:45 PM
596	Need more D, E, I training for students and other residents	12/8/2020 8:41 PM
597	Ignorance of history of racism in Andover	12/8/2020 8:38 PM
598	Lack of multicultural events, and publicity. More leaders in the community that could represent different minority groups	12/8/2020 8:34 PM
599	We need to work to attract more lower income people of all races and work to include them socially.	12/8/2020 8:32 PM
600	There seems to be a culture in the schools that is concerning - we've seen frequent casual and occasionally aggressive anti-semitism, for example.	12/8/2020 8:29 PM
601	I live here so my child can get a decent education. But after seeing, hereing and now experiencing some acts of racism within the schools, im starting to think of other options.	12/8/2020 8:12 PM
602	Don't know enough out diversity or timid to speak out about it	12/8/2020 8:09 PM
603	Although the police may have responded to the gentleman in the downtown area who displayed hideous racist items on his yard., The town did nothing to say that they were going to deal with it head on and address issues of race because of it	12/8/2020 7:57 PM
604	Not as inclusive of Hispanic and Black visitors and residents. Terrible negativity toward Muslim employee of Police Dept... the social worker who helps with substance abuse programming.	12/8/2020 7:53 PM
605	We still live in a time and place where white privilege rules. Andover is definitely not alone with this. Most places have not dealt with it. It's not easy. There's so much resistance and denial. It need to addressed head on. We need to each look into ourselves. I think when something comes up it is lightly dealt with within the schools and all departments and then swept under the rug. Too many feel that they have their own issues and don't want to take this on except lightly. The people who feel they are friends with all people, so this doesn't have to do with them. It does. It involves everyone. If we don't look into ourselves and how we have had certain privileges that we never even thought about, we are part of the problem. You also have a small minority of haters. People who they are better or more deserving than other. They have been getting away with inappropriate things forever. It needs to be stopped!	12/8/2020 7:53 PM
606	1.) Sobhan being named a leader in this initiative, and then issues forcing a change...indicative of a problem! 2.) Almost all town leaders Caucasian	12/8/2020 7:48 PM
607	1. old people diversity (ageism) 2. native Americans	12/8/2020 7:39 PM
608	Andover is a white person's town.	12/8/2020 7:37 PM
609	There are some nice people, but sadly there a lot who discriminate.	12/8/2020 7:29 PM
610	People seem to be pretty negative about the government right now and suspicious so I think that it will be a challenge for the Town to overcome these perceptions and get people's trust in the work being done.	12/8/2020 7:27 PM
611	I don't think there are any challenges.	12/8/2020 7:21 PM
612	Systemic racism; denial of systemic racism	12/8/2020 7:20 PM

Town of Andover

613	The town is not diverse to begin with and there are not a lot of draws to the down to attract a more diverse crowd, even downtown	12/8/2020 7:14 PM
614	1. While our population has diversified over the years we are generally a more homogenous town which can limit people's interactions with people of different backgrounds 2. People are not always aware of what constitutes racist and inequitable actions	12/8/2020 7:10 PM
615	School curriculum, not condemning racist incidences	12/8/2020 7:10 PM
616	There are no challenges. If you grow up/live in Andover you are incredibly privileged no matter your background. If you disagree, spend a day in downtown Lawrence	12/8/2020 6:56 PM
617	Lack of cultural events (Diwali, Eid al-Fitr, etc) No human rights commission	12/8/2020 6:49 PM
618	Diverting attention real issues to satisfy a ineffectual minority.	12/8/2020 6:49 PM
619	Cant see actions positive or negative, more needs to be done	12/8/2020 6:43 PM
620	parents shielding and directing their children, sense of clicks amongst parent communities....not quite sure how to describe this,	12/8/2020 6:43 PM
621	Not nearly as much inclusion of voice of people from marginalized identities in decision making spaces. The sidewalks are awful and are not at all accessible.	12/8/2020 6:42 PM
622	I thought it was awful that the person hired to address this in town was bullied into leaving his position. Who were the people preventing him from doing his job? Whoever they were, they certainly didn't represent the entire town.	12/8/2020 6:36 PM
623	Homogeneous town with many racist statements overhead at the playground and in the neighborhood.	12/8/2020 6:26 PM
624	Latino students are overrepresented in the population of students diagnosed with learning disabilities/on IEPs—there's something wrong with our metrics and our system. They're not inherently more prone to learning disabilities. Math leveling. Students of color disproportionately represented in lower level courses. Retaliation from management against educators of color for raising issues around race. Students, educators, and community members don't feel safe speaking up. Commitment to diversity, equity, and inclusion is superficial at best without systemic change. Four days of professional development about microaggressions will help a little bit, but it won't solve the roots of the "-isms" and "-phobias." Classism.	12/8/2020 6:25 PM
625	There seems to be a lack of focus and urgency in addressing the issues of systemic racism and cognitive biases.	12/8/2020 6:17 PM
626	Treatment of students of color. Minimal consequences for White students who act in racist behavior.	12/8/2020 6:16 PM
627	I would say opportunities to interact. It seems various religious and ethnic groups stick together	12/8/2020 6:10 PM
628	As far as I can see, it is 90% white. Ageism is definitely a problem here.	12/8/2020 6:10 PM
629	White cultural is dominant, especially in places like the high school.	12/8/2020 6:03 PM
630	Unfortunately, the Trump era has roused up people's underlying racism and emboldened them to do and say things that are racist.	12/8/2020 5:59 PM
631	not to emphasize on one issue so that the others are not recognized	12/8/2020 5:59 PM
632	I think the way that the case of the woman being followed was handled horribly, I think the schools do not have enough BIPOC representation there to s one Black teacher. I think people here are close minded many store things where have been know to kick out teenagers just browsing from there stores, white and POC.	12/8/2020 5:44 PM
633	while in many cases in this survey I have checked the "agree" box, I'm fully aware that I can do so because I'm an older, well-educated, financially comfortable, white, female. In other words, the stereotypical Andover resident. I fear my answers might be different were I a person of color or disadvantaged in any way.	12/8/2020 5:18 PM
634	There is a strong pull towards not having hard discussions — they are seen as divisive. We have a very small Black and Latinx community, which makes people feel as though they are	12/8/2020 5:16 PM

Town of Andover

not welcome in this town — and our housing and school districts reflect and sustain this.

635	It doesn't feel like the town has a clear value of embracing diversity and advocating for it. Everything feels reactive rather than proactive	12/8/2020 5:14 PM
636	The pathetic response when Sobhan Namvar. decided for the 'good of the town he had to step down from his newly appointed position. The	12/8/2020 5:12 PM
637	Respecting people of different beliefs.	12/8/2020 5:00 PM
638	Do not believe all you hear. You have to hear both sides.	12/8/2020 5:00 PM
639	The non minority trying to make themselves sound sorry for who they are Getting this survey to work correctly. You ask to check all that apply in one question and it will only let you check one spot	12/8/2020 4:59 PM
640	Real estate and taxes here are so high that it makes it very hard to increase diversity (of many kinds) as most of the wealth in this state (and the country) is held by white people; I have witnessed business owners and residents act in racist/discriminatory ways that it seems are due to racist beliefs that have gone unchecked	12/8/2020 4:56 PM
641	I have kids in Elementary, middle and high school. Never had a black teacher.	12/8/2020 4:50 PM
642	I would encourage the school district to hire a Director of Equity and Student Supports who is a person of color and the town to create a similar position to create leadership and initiatives that authentically begin to broaden the norms of Andover. This could potentially include affinity group meetings in public spaces, diversifying the number of authors that are female and people of color in public libraries and schools, and creating more opportunities to celebrate the arts in Andover by inviting local stakeholders (e.g. religious organizations, cultural centers) to engage the public in celebration of the arts, and potentially providing opportunities to implement discussion groups about antiracism. Other communities in Massachusetts are already doing this. Reaching out to leadership in other towns (e.g. Lexington) might help inform this process. This would also help create more opportunities for open dialogue, learning from each other, and establishing a stronger social foundation for relationships to grow within the community.	12/8/2020 4:47 PM
643	A rich community not receptive of including lower income earning residents, many who are minorities, as true residents.	12/8/2020 4:44 PM
644	There is no challenge, when everyone is treated equally, there is no issue. I see no reason to be wasting time on some hyped up issue.	12/8/2020 4:42 PM
645	Most residents in Andover stereotype minorities and are prejudice. I know this as a minority who experiences stereotyping, prejudice and racism countless times in Andover.	12/8/2020 4:39 PM
646	Lack of diversity in leadership positions in all departments	12/8/2020 4:38 PM
647	Police department is notoriously racist, schools are very white dominated with not enough race and diversity education	12/8/2020 4:38 PM
648	No mandatory diversity classes in schools! We need that	12/8/2020 4:35 PM
649	more	12/8/2020 4:33 PM
650	It seems that a fair number of people in Andover have an incorrect idea of how ethnically diverse it is becoming already, as if the town were more white than it is.	12/8/2020 4:32 PM
651	- Very limited representation in town government - No reference to diverse businesses in Andover that can be supported - Representation seems rooted in town history. If you didn't grow up here and build long standing relationships in the community, you play at a disadvantage across multiple fronts. This is true for all.	12/8/2020 4:31 PM
652	I think it is hard to have racial equity and inclusion when there is very little racial diversity in Andover. This segregation of MA's suburbs can be in part remedied by stopping the funding of education in part by property taxes. This would would mean towns with lower property values wouldn't start with a disadvantaged education. Because of the racial wealth cap caused by many structures of racism, both past and present, this funding of schools based on property taxes segregates people of color to lower performing schools. What is needed to stop the funding of schools based on property taxes is legislation at the state level. While I am very happy that Andover is concerned with being more conscience about issues of race, we must	12/8/2020 4:30 PM

Town of Andover

face the glaring issue here, which is the lack of diversity in Andover, caused by the systems that have upheld segregation since the Jim Crow Era.

653	The town boards are not diverse.	12/8/2020 4:30 PM
654	There should be more women on the police force and in the fire department. Police/Fire - More attention should be placed on emergency protocols working with families who have individuals with special needs living at home with family members or living in group homes. Understanding aggressive behavior, identifying individuals with autism and safety measures around risk of flight. The same applies to the aging population in Andover.	12/8/2020 4:27 PM
655	1. Greater global perspectives needed. 2. Creating a mix between urban and rural perspectives.	12/8/2020 4:20 PM
656	Andover is by and large white. That is one of it's greatest limiting factors.	12/8/2020 4:02 PM
657	I'm concerned about the handling of some of the more public issues (like the off duty cop/fireman who hassled the black woman getting her mail)	12/8/2020 4:01 PM
658	None more than any other like community.	12/8/2020 4:01 PM
659	As I am not a person of color, I do not feel I am qualified to answer this question.	12/8/2020 3:59 PM
660	I was disappointed to read that the man who was to head Andover's diversity dept was made to feel disrespected and is no longer in the position.	12/8/2020 3:59 PM
661	Efforts seem superficial at times just to appease people. Non-White people are still considered "Guests" and not "Owners" or partners in Town.	12/8/2020 3:56 PM
662	1. Andover is full of defensive, fragile white people everywhere who are unable to understand and acknowledge structural racism and privilege. They are the people who claim they raise their kids to be colorblind, yet their kids are the ones at school using the n-word or telling peers to "go back to where you came from." I don't know how we reach those people, but there are a LOT of them in Andover and it's troubling. 2. I was embarrassed and disappointed that so many racially-toned incidents over the past six months have been determined to be "misunderstandings" or the like. Come on, does anyone believe that a known mentally ill man with racist tendencies is making a profound philosophical statement about media silencing Trump by placing a noose on his lawn — when he lives across the street from a black family? It just strains credulity. I understand the limits of the law and the nature of the investigative process, but it is just hard to believe that in every single case the end result is that the alleged perpetrator did nothing untoward, and it was all an overreaction on the part of the person of color. I keep hearing about how great APD is, but I'm unable to find evidence that they're any better (read: less racist, less biased) than any other police union.	12/8/2020 3:46 PM
663	Not enough visibility of POC. Also, many of the Latino families who have moved here from Lawrence tend to socialize with each other more than other Andover crowds.	12/8/2020 3:46 PM
664	we are a largely white town, so we miss out on some of the boons that can come from more diverse community.	12/8/2020 3:46 PM
665	attracting non-traditional businesses in Andover, including restaurants (vegan, vegetarian, Latin, African cuisine, better Asian food, non-chains)	12/8/2020 3:37 PM
666	The poor firefighters I thought he was doing the right thing by thinking that someone's breaking into a mailbox and you guys want to hang them. That was not racist he was a caring citizen that was worrying about someone's mail being stolen	12/8/2020 3:34 PM
667	Our challenges are the same as everyone else. There are jerks who are racist among all races.	12/8/2020 3:29 PM
668	Not an equal representation in government /municipal jobs. Stop clumping ethnic groups in one area of town . Diversify across the schools	12/8/2020 3:29 PM
669	The Town of Andover is not a very diverse town. So what diversity we have needs to be included and supported. the ideal would be if people of color would begin to feel comfortable settling in Andover and stay to help us have a more complete, inclusive town.	12/8/2020 3:28 PM
670	Have seen cases where the town supported police and fire personnel over the safety and needs of residents - specifically women and people of color.	12/8/2020 3:27 PM
671	The Town should have made a tougher stand on behalf of the Muslim diversity director and	12/8/2020 3:26 PM

Town of Andover

kept him on the job. You should have found those people that harassed them and identified them in the paper, they deserved to be publicly shamed for going after him for his heritage.

672	If the truth be told...so many of our "WOKE" community members wouldn't know a thing about the struggles of the minority communities, but all of this makes them feel better...less guilty about their affluence!	12/8/2020 3:23 PM
673	I am not aware of their challenges.	12/8/2020 3:21 PM
674	I would like to see more women in positions of authority.	12/8/2020 3:19 PM
675	When diversity and inclusion is pushed on people, it does not have the same effect. It is the role of the residents of Andover to be open to diversity. The town offices or schools should not be the ones telling us how or what we should be doing or thinking in regards to this topic.	12/8/2020 3:12 PM
676	Bullying in schools and sports	12/8/2020 3:11 PM
677	I don't believe diversity, equity, or inclusion efforts are a good domain for Town government. The Town, businesses, and citizens should be kind to each other and comply with state law.	12/8/2020 2:55 PM
678	Difficult to change mindset of people	12/8/2020 2:55 PM
679	Lack of diversity among town leadership conveys an impression this may not be a welcoming community to all. Perception (fair or not) of poor handling of incidents involving race (firefighter/mailbox issue, Whittier Street) contributes to feelings of exclusion.	12/8/2020 2:42 PM
680	We are doing a good job at this	12/8/2020 2:31 PM
681	Town management has no minority!!! Neither the school nor the town government has efforts to recruit minority. Its a mostly Irish heritage club. There is also complete lack of efforts to reach out to minority. All board meetings use inside lingo to express ideas. Outsiders have to way to know how the issues being discussed may affect them. Just look at participants in various town meetings and board meetings. You rarely see minority participating. And on rare occasion they do, their view point make hardly any dent in final outcome. It's a government by the whites for the whites. Unless we go out and recruit minority for major decision-making divisions, we will not see a change. Here is a good example. Look at budget allocations for various departments. DPW headed by a white person (for more than 10 years!!) gets lion share (\$11.5M)of CIP budget with no oversight in place. Where as Sustainability Coordinator headed by a minority gets less than 0.5% of that amount (\$44k). Yes there is more to it but the discrepancy is startling.	12/8/2020 2:29 PM
682	Police handling of Whittier at resident and publicly charged racism. Resident approached by town employee and accused of taking mail	12/8/2020 2:28 PM
683	Not sure minorities are fully respected.	12/8/2020 2:24 PM
684	Recently there were two incidents in the news and reading about it made me very sad and angry. I don't think it was handled well. It sounded racist and for an independent probably white investigator to day it was ok. That's not right.	12/8/2020 2:22 PM
685	the answer to the previous question only works if we can identify, gather, and harness the power of these people	12/8/2020 2:22 PM
686	Having an honest (and hard) conversation about race/racism here in town. Being willing to push through the pain barrier of anger and resistance from those who don't see the need to grow. A review of town hiring practices and culture to properly welcome and retain non-white candidates.	12/8/2020 2:21 PM
687	See a lot of issues in the high school with kids and their behavior with other students as well as outside of school. Do the incidents against minorities really get addresses with perpetrators or do they get brushes under the carpet.	12/8/2020 2:18 PM
688	The town should be encouraging people to step up and step in and involve themselves instead of sitting or laying back waiting for change to happen or blaming other for change not happening.	12/8/2020 2:15 PM
689	The high cost of goods in town mean that town shopping is skewed white and wealthy. Racist people. Full stop.	12/8/2020 2:15 PM
690	I am an educational consultant (for 20+ years) and I would have Latina mentees visit me at	12/8/2020 2:13 PM

Town of Andover

my Andover home to help with their undergraduate and graduate school applications. While driving through Andover they were stopped so often by Andover police we transferred to a non-Andover meeting site - either in Lawrence or No. Andover. I found it shocking.

691	Schools don't take on the challenge about learning from incidents and proper punishment. Police treat you guilty until innocent.	12/8/2020 2:11 PM
692	Lack of certain communities of color within the population.	12/8/2020 2:09 PM
693	The town operates as though it is still a white, Christian, heteronormative town. Attitudes and representation in businesses and leadership rarely reflect the reality of the community today.	12/8/2020 2:05 PM
694	Some racist adults, such as firefighter who questioned a woman of color in front of her own home! Fire and Police especially need to be well trained.	12/8/2020 2:02 PM
695	lack of affordable housing limits on assisted housing	12/8/2020 1:57 PM
696	It's not the town management or service. The people who move to andover are racist and snobs. Residents discriminate about if you have money or not. The haves and have nots	12/8/2020 1:54 PM
697	None	12/8/2020 1:43 PM
698	1. The Town of Andover needs to acknowledge the exclusionary zoning practices that are perpetuated by Town Meeting and other policy making structures. 2. Andover has drive only streets - Andover should make its streets more accessible to multimodal travel options.	12/8/2020 1:42 PM
699	The Town Manager is not transparent when it comes to racial issues in Andover. He picks and chooses what he wants to get involved in. Not giving all the information leads to assumptions and false allegations.	12/8/2020 1:35 PM
700	Housing	12/8/2020 1:28 PM
701	I believe Andover is a diverse community and the challenge with that is ensuring each and every affinity group feels accepted and welcomed.	12/8/2020 1:27 PM
702	housing opportunities	12/8/2020 1:16 PM
703	Forced Social Pressure from non-Andover residents	12/8/2020 1:14 PM
704	The challenge as an upper middle class, well educated community, our residents are aware of inclusion issues but not concerned . It doesn't effect them, living in their safe and secure cul de sacs. They can't see needy residents on Town.	12/8/2020 1:06 PM
705	Not enough training of town Training of APD, services and town staff on DEI issues. No follow up on resolution of incidents of bias crime and events (high school, neighborhoods, etc.)	12/8/2020 12:58 PM
706	The leadership of the town does not yet reflect much diversity; I would expect to see more diversity in the coming years.	12/8/2020 12:56 PM
707	Hiring more POC throughout all town departments: schools, Town office. Putting educational programs in place K-12 that address diversity and inclusion.	12/8/2020 12:55 PM
708	Making everyone feel / perceive welcoming	12/8/2020 12:47 PM
709	No actionable follow-up as yet Highly insular group of decision makers that has yet to be materially broadened	12/8/2020 12:45 PM
710	The town should be more inclusive towards white males as they are being targeted by hate groups such as BLM and Antifa. These hate groups are spreading hate and propaganda. We must treat all people the same not based upon people's skin color.	12/8/2020 12:42 PM
711	Because our history, institutions, policies and practices have long been racist, Andover has its own examples of racism. "Driving while Black or Latino" has long resulted in police action. Merchants have a history of treating minority customers with suspicion and contempt. Some Town employees evidence a white bias and attitude.	12/8/2020 12:41 PM
712	None	12/8/2020 12:34 PM
713	Actively supporting diversity and showing with due representation at all levels is important	12/8/2020 12:32 PM
714	Nothing really	12/8/2020 12:27 PM

Town of Andover

715	People criticize the town but just don't realize how good it is here	12/8/2020 12:26 PM
716	None	12/8/2020 12:24 PM
717	Integration at Senior Center School curriculum afraid to address US history.	12/8/2020 12:10 PM
718	Claims of victimhood	12/8/2020 12:09 PM
719	When programs are made available to specific ethnic groups, also welcome people of other ethnicities to participate. Encourage others to "blend in" without losing their individuality. All to appreciate the "history" while being open to some thing perhaps new.	12/8/2020 12:06 PM
720	I was one who was incredibly disheartened when Sope (Siobhan) had to step down from his role on heading the office on diversity because of overtly racist voices that were smearing him because he is a Muslim on one side and not black enough on the other.	12/8/2020 12:04 PM
721	Andover parents are struggling to stop racist behavior in their children	12/8/2020 12:01 PM
722	None.	12/8/2020 11:49 AM
723	There appears to be a very large distinction between the wealthy and those who fall into the category of inadequate financial means. My family attended an Andover church for a while but were completely turned off by the "Aren't we wonderful for sharing our resources with those less fortunate?" And those resources were always distributed to a border community without acknowledging that Andover has impoverished areas as well.	12/8/2020 11:45 AM
724	Longtime residents who want nothing to change ever.	12/8/2020 11:43 AM
725	Affordable housing so that people of color can come to Andover to live	12/8/2020 11:42 AM
726	Protesters are allowed during a pandemic. Not enough media coverage for all groups in Andover.	12/8/2020 11:40 AM
727	To me, no perceptible problems	12/8/2020 11:40 AM
728	There isn't much cultural diversity in Andover therefore not much of a challenge	12/8/2020 11:37 AM
729	Continuing lack of affordable housing. A prevailing sense of wealth and entitlement among Andover high school students	12/8/2020 11:36 AM
730	rich, entitled republicans	12/8/2020 11:34 AM
731	The challenge is human nature. Change is slow.	12/8/2020 11:34 AM
732	Great	12/8/2020 11:34 AM
733	- We do not attract many African Americans to live here - Only a tiny percentage of Andover teachers, are persons of color - No persons of color in Town Management	12/8/2020 11:26 AM
734	I have heard complaints from an Indian woman	12/8/2020 11:26 AM
735	Open up the schools.	12/8/2020 11:24 AM
736	Price of homes Cronyism	12/8/2020 11:22 AM
737	It has none.	12/8/2020 11:22 AM
738	Including more non-white people in governing decisions	12/8/2020 11:21 AM
739	The slow and rocky rollout of this effort itself underscores the Town's cluelessness when it comes to matters of race and inclusion.	12/8/2020 11:19 AM
740	Allow open conversion for all. Don't begin witch hunt	12/8/2020 11:17 AM
741	The focal groups that get together and plan for Andover are the same people or a group of people that want something. They are not diverse or inclusive. You are not planning for or include the wishes desires of the population.	12/8/2020 11:15 AM
742	Andover tends to over correct or over react when it comes to this issue	12/8/2020 11:15 AM
743	microaggressions in the schools stopping people of color "driving while black" giving a "pass" to racists acts because "they were not intentional"	12/8/2020 11:14 AM

Town of Andover

744	As the town "face," all town workers need to be trained in understanding the way their own behavior affects the people they serve.	12/8/2020 11:13 AM
745	Hidden biases. Don't know what one does not know.	12/8/2020 11:06 AM
746	The town is white and wealthy. Many efforts to diversify or include will naturally be met with pushback from the community because of white fragility and ignorance. There has to be a personal commitment from each individual to educate themselves, listen, and make space for diverse voices.	12/8/2020 11:01 AM
747	I know of one group of neighbors who is particularly judgmental of people in the neighborhood who are non-white, and who frequently discuss complaints to file with the town, if those people don't keep their lawn sufficiently tidy, and so on. I also know of at least one person who has black skin who has been pulled over for no reason and repeatedly questioned regarding where he was going. Answering "home" was not sufficient, even though the plates had been run, he'd handed over his license, and was headed toward the address on his license. And we all know about the recent harassment of a woman in her own driveway by a fireman.	12/8/2020 11:00 AM
748	Incidents at high school, lack of diversity in town employees	12/8/2020 10:59 AM
749	I see no challenges.	12/8/2020 10:57 AM
750	One of my black interns is consistently stopped by police, unlike my white interns.	12/8/2020 10:56 AM
751	Antisemitism	12/8/2020 10:56 AM
752	Tax paid, Full day kindergarten would help address the inequity in early education.	12/8/2020 10:56 AM
753	Please don't try to change the town based on current political pressure.	12/8/2020 10:54 AM
754	Need to be more present at DEI focus events, such as MLK events, BLM, etc. Need to walk the talk.	12/8/2020 10:50 AM
755	Providing affordable housing Providing opportunities for business owners from different races	12/8/2020 10:10 AM
756	I have no idea	12/8/2020 10:08 AM
757	test	12/8/2020 10:08 AM
758	Racial profiling by business owners and police. Dearth of affordable housing.	12/8/2020 10:00 AM
759	The community needs to acknowledge the issues that have and still exist in terms of equity, racial and cultural discrimination. Our town government and services is not reflective of the population we have. I think the town has been slow to react and deal with issues of racial discrimination within the police and fire departments. To have so many creditable complaints against a police officer who works with and in the high school is unconscionable. To allow a town employee to blatantly follow a young woman and accuse her of stealing with no evidence is ridiculous. These two departments are tasked with protecting and working with their community! That means everyone, no matter what they look like, what language they speak, etc. Frankly if a town employee can't do that they don't deserve to work for this town.	12/8/2020 9:59 AM
760	Difficulty sharing knowledge of individual cultures & behavior	12/8/2020 9:59 AM
761	1. Andover has over-prioritized diversity, equity and inclusion at the expense of other important civic responsibilities 2. Andover have over-communicated around diversity, equity and inclusion at the expense of other important civic duties	12/8/2020 9:58 AM
762	*This is unrelated, but I cannot get Question #6 to accept my check-marks. *	12/8/2020 9:57 AM
763	The town isn't very forward thinking in terms of its commitment and position on DEI issues. Handling of racial issues have been problematic in the past.	12/8/2020 9:56 AM
764	I don't even know where to begin with responding to this question. There are so many challenges that I find it nearly impossible to pick 1 or 2. It seems like leaders and everyone I interact with in town offices, schools, and shops/restaurants is white. So hiring people of color seems to be a challenge. The elementary school curriculum is all white, all the time except for on holidays - perpetuating the whiteness that already is omnipresent.	12/8/2020 9:56 AM
765	There are not enough diverse people living and working in Andover. Many students in our community feel marginalized .	12/8/2020 9:56 AM

Town of Andover

766	Busing free food	12/8/2020 9:54 AM
767	Our town is wasting resources on virtue signaling with surveys like these. Chasing microaggressions is a waste of time. Pronouncements on cultural issues from town manager or other officials is not the proper role of town government.	12/8/2020 9:50 AM
768	how to continue to watch and care for our neighbors, and follow *see something, say something*	12/8/2020 9:47 AM
769	NO COMMENT	12/8/2020 9:46 AM
770	The Town is challenged with an excessively vocal group that seems to want to shame people into acting to the point of excessive virtue signaling. The Town should focus on equitable and fair actions in its core business, we don't need to spend extra tax dollars to create programs that can be handled by NGO's, and Religious institutions.	12/8/2020 9:44 AM
771	Lack of diversity in leadership positions	12/8/2020 9:41 AM
772	You cant change mindset of people. if they dont want to be inclusive they wont. The political landscape in the country itself encourages this belief.	12/8/2020 9:40 AM
773	Andover has a hard time to learn about different cultures and understand that different cultures have different customs. And the American way is not the only way to live a life.	12/8/2020 9:37 AM
774	The whole town is a predominantly white bubble. Need to attract more diverse group of people to live and reside in town.	12/8/2020 9:37 AM
775	There are no challenges. I respond to people based on their character and ethics, not race.	12/8/2020 9:36 AM
776	Town Hall has hired mostly white staff over the last five years.	12/8/2020 9:36 AM
777	The Town government's mindset is more diverse, equitable and inclusive than its residents.	12/8/2020 9:35 AM
778	Although sometimes it s difficult to recruit people of diversity, the town should place a stronger commitment to this area.	12/8/2020 9:34 AM
779	Having more diversity on boards and committees including persons with lower income	12/8/2020 9:34 AM
780	Difference in treatment meted out to people of color VS White people.	12/8/2020 9:33 AM
781	if you're white then everyone expects you to have money when in actuality it is the other way around. everyone white woman who owns a business is as selfish as any other buisness owner except the women are nastier.	12/8/2020 9:32 AM
782	As a predominantly White community, Andover will need to re-think basically all practices with regard to language, recruitment, and governance. When I've tried to bring up conversations, White members of the community tend to go silent or defensive. They'll say things like "I'm not a racist." Well, I can probably show them where they are wrong in that thinking.	12/8/2020 9:31 AM
783	We should have the courage to recognize the progress we've made. I remember when Joe Dorsey had a problem finding an apartment, one of the great people I've met. We're long past that.	12/8/2020 9:30 AM
784	Housing costs are high so there is not a lot of economic diversity. Most people probably don't identify their beliefs or actions as racist of priveleged	12/8/2020 9:29 AM
785	People want to say they are open to diversity and inclusion, but they don't want to feel any discomfort. As a person of color, I feel discomfort all the time and I have gotten used to it. It's disheartening when I have to dance around other people's sensitivities.	12/8/2020 9:27 AM
786	The town jumps to conclusions without a fair review of the situation	12/8/2020 9:25 AM
787	lack of admission of an issue lack of follow-up	12/8/2020 9:24 AM
788	They need to address it, it has become increasingly clear over the past 4 years that people who were racist and not approving of people who were of a different color or ethnicity than they are feeling quite confident in being outwardly racist, etc. Maybe that is good as now we can identify them but the current president has given them his seal of approval which is disgusting. There are a lot of similar thinking people in Andover.	12/8/2020 9:23 AM
789	not very diverse resident population	12/8/2020 9:22 AM

Town of Andover

790	The biggest challenge will be satisfying everyone. The extreme left will never be pleased. It is best to find a balance.	12/8/2020 9:21 AM
791	Businesses are discriminatory Clear divide between immigrants and non-immigrants (discriminatory) Schools do not address diversity and inclusion	12/8/2020 9:15 AM
792	Not one perdon of color in leadership position	12/8/2020 9:13 AM
793	N/a	12/8/2020 9:13 AM