



# City of Salem Race Equity Initiatives 2023



Motto, "To the farthest port of the rich East"

## City of Salem Land Acknowledgment

This land is Naumkeag, or fishing place, where generations of Indigenous peoples lived and passed through for centuries.

From the village upon the Naumkeag River (now known as the North River) to Sachem Nanepashemet's fortification (now known as Castle Hill), the people of Naumkeag farmed, fished, traded, raised families, discovered and invented, created art, and, above all else, honored the lands upon which you stand today.

We acknowledge that this is Indigenous land and also acknowledge the Massachusetts Tribe, who continue to honor and hold this land into the present.



"Salem strives to be a city that works for and welcomes everyone. We're proud to be a place that centers equity and justice in all that we do."  
Mayor Dominick Pangallo



LEARN MORE



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## Race Equity Task Force

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The Salem Race Equity Task Force (RETF) carried out a thorough review of City policies, services, and ordinances, as well as inequities in community systems throughout 2020 and 2021. The Task Force created a report with recommendations and accountability metrics. The Task Force was led by Salem resident and social justice advocate, Shawn Newton.

The RETF is no longer active since the Task Force completed the report and review they set out to do. However, their work continues through the creation of the Diversity, Equity and Inclusion (DEI) Department in the City of Salem and through the creation of the permanent Race Equity Commission.

Active?: No  
Contact: Regina Zaragoza Frey  
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## Human Rights Coalition

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The Salem Human Rights Coalition (HRC), formerly "No Place for Hate", is a mayoral advisory council with origins stretching back nearly two decades. Some of its earliest members include; Scott Weisberg, Lucy Corchado, Shawn Newton, Conrad Prozniewski & Jim Moskowitz. Over the years, the HRC has been involved in several efforts to make Salem more welcoming, inclusive, and equitable; Salem's Sanctuary for Peace ordinance, non-discrimination policy, and the memorial rock in the heart of downtown Salem, to name a few. As times changed, so did the HRC; updating its mission statement, and its name, to better reflect who the Coalition saw themselves to be. In addition to helping people navigate claims of discrimination in Salem, the HRC is currently working on outreach initiatives to strengthen the bonds of community in the city.

Active?: Yes  
Contact: Alphonse Wright  
Chair of the Human Rights Coalition  
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## Race Equity Commission

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Salem's Race Equity Commission was created as a way for Salem to continue the work started by the Race Equity Task Force. The Commission is composed of eight community members and five key City officials, including: the Chief of Police, the City's Human Resources Director, a City Council liaison, the Superintendent, and the DEI Director.

The Race Equity Commission is a way to hold the City accountable on matters of race and equity. Among other charges, the Commission advises City departments and officials on approaches to ensure programs, policies, budgets, and other ordinances are developed in a manner that avoid and reduce systemic racism and bias.

Active?: Yes  
Contact: Regina Zaragoza Frey  
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### Human Rights Coalition

"No Place For Hate" is created

June, 2020  
Mayor Driscoll calls for the creation of the Race Equity Task Force

July 14, 2021  
RETF releases report on their findings and recommendations

April, 2022  
Salem's first Diversity, Equity and Inclusion (DEI) Director is hired, per recommendation of the RETF

October 2022  
Salem's Race Equity Commission is created with community members and City liaisons.

