WINCHESTER MULTICULTURAL NETWORK

ANNUAL REPORT
FISCAL YEAR 2018

At a Glance

- 27 years of impact
- 30 programs in FY 18
- 10+ new citizens groups birthed and strengthened through Civic Gatherings
- 30 community leaders developed their skills in social justice and reflective dialogue
- 40+ communities reached through regional convening
- 20% increase in first-time donors over the previous year
- 2 first-ever WHS student interns
- 16 language translators
Our first-ever annual report coincides with a year that marked significant developments in our organization and expanded our impact in and beyond Winchester.

With leadership from former Executive Director Aba Taylor, who left her position in March, our organization grew in scope and focus, delving deeper into issues of racial justice and equity. We also leveraged our 27 years of work in Winchester to launch initiatives on a regional scale.

In FY 2018, we were able to organize 30+ programs on a range of “isms” and human rights issues, at times bringing together around 120 people in shared dialogue and interests. This report will give you a glimpse of the impact some of these programs have had in shifting attitudes and taking action to promote diversity, equity, and inclusion. We are mindful that NONE of this work would be possible without the dedicated involvement of our volunteers, nor would it be feasible without your generous support.

To enhance our effectiveness, even as we increased our programming, we adopted a new organizational structure—creating a Board focused on governance and a Steering Committee of energetic volunteers, led by the Executive Director, supporting the programmatic work. The addition of a new staff person further strengthened our communications, including a weekly e-newsletter, and our fundraising capacity.

As we look ahead, we are engaged in a strategic visioning process to determine our future directions as an organization. Interspersed throughout this report are quotes from Network participants who responded to requests for impact stories on a recent survey. We hope you find them as inspiring as we do.

At a time such as this, when intolerance and injustice towards many marginalized groups are on the rise, the Network will continue to educate, advocate, and respond. We are forever grateful for your support and what we have accomplished together, while excited for the future and more galvanized than ever to make our community and our world a better place for us and future generations!

With gratitude,

John Robins
Interim Executive Director

Juanita Zerda
Board President
WE EDUCATE

To Promote the Recognition, Understanding, and Appreciation of Diversity

**Religious Diversity:** We brought together youth from various Winchester faith communities with young members of the Islamic Center of Boston for a powerful day of learning from each other and a tour of the mosque.

**Autism Awareness:** At Winchester’s annual *Light It Up Blue* event, we honored each and every person’s unique abilities while combating ableism.

**Understanding LGBTQIA:** At a Pride Month panel discussion featuring members of *Speak Out Boston*, we were able to empathize with and learn from individuals of differing gender identities and sexual orientations about their struggles and triumphs.

**Supporting Schools:** We continually meet with the Winchester Public School leadership to support their inclusion goals, including providing an updated multicultural calendar and translation of school notices and assemblies for English Language Learner (ELL) families.

**Developing Leaders**

- Our first student intern, Ricardo Gayle, Jr, created a *Senior Focus project* around race and racial conflict, leading a discussion for two senior social studies classes.
- Participants attending our annual *Community Workshop* led by Essential Partners strengthened their ability to discuss divisive issues with both “authenticity and civility.”
- Through our *Social Justice Leadership Program*, 17 leaders from Winchester and beyond deepened their knowledge of current justice issues and social change strategies.
- We are launching a program this fall called *SoJust*, led by WHS senior Elizabeth Rozmanith, that will give voice to the next generation of social justice leaders.

1 In partnership with Disabilities Access Commision (DAC), Brio Integrated Theatre, and Winchester Public Schools

2 In partnership with Parent to Parent

“The Network has given me much greater sense of my many unearned social privileges besides race, gender, and class; more awareness of my prejudices and [their] causes; deeper connections to others of far different backgrounds; greater motivation to address local social justice challenges; and better tools for making progress, especially at personal and interpersonal levels.”

— Network participant

“My husband and I moved to Winchester in August 1961. The reputation of Winchester in those days was that there were no Jews living here. We now have the very first Temple ever in Winchester: Temple Shir Tikvah. Winchester has changed a great deal and is a very different place thanks to the Winchester Multicultural Network.”

— Network participant
WE ADVOCATE

For Each and Every Person’s Civil Rights

**Gender Equity:** Our town’s governing body was known as the Board of Selectmen until Winchester Inclusive (WIN) introduced a ballot initiative that succeeded in garnering enough votes to update its name to the gender-neutral Select Board. We supported the initiative by co-hosting a Gender in Civic Engagement panel, writing a letter to the editor in support of the change, and honoring women who have made contributions to our local civic life as part of our annual Women’s History Month spotlight.

**Racial Justice:** Five years after the birth of the Black Lives Matter campaign, it is still widely misunderstood and controversial. We supported the Winchester Unitarian Society’s Black Lives Matter community-wide conversation, engaging the Winchester Chief of Police and Sandy Thompson, our founder, in a dialogue.

**Affordable Housing:** We continue to write letters and attend Town governance meetings in support of accessible, affordable housing in Winchester, focusing on retirees, teachers, and public employees.

**Transgender Rights:** We continue to publicly support the Transgender Anti-Discrimination Law, which opponents are hoping to repeal in November, just one month after it is set to take effect.

“This year, when my faith community decided to recommit to the important goal of racial justice, the WMCN was really there. From meeting with us for planning purposes, to getting the word out to their members and even writing letters to the editor, they have been there to support our efforts.”

—Patty Shepard

“I have learned so much regarding approaches to differences, listening, having curiosity, and awareness of my own white privilege and am ready to undertake the work of opening those privileges up to historically disadvantaged peoples. I would love to see Winchester be a place where, whether through housing, jobs, schools—that inequity is challenged and outward movements toward equitable inclusion are championed.”

—Network participant

---

3 In partnership with Winchester Inclusive (WIN) and the League of Women Voters Winchester Chapter
WE RESPOND
To Confront Intolerance

Personal Concerns: Our Response & Advocacy team provides support, consultation, and advocacy for people who feel they have been targets of or witnesses to such actions as harassment, offensive remarks, bullying, hate crimes, or discrimination.

Discriminatory Policies and Practices: To address the surge of crimes and hate speech against minorities, we co-hosted a Combating the Rise of Intolerance panel with State Representative Michael Day that featured former Network Executive Director Aba Taylor, Anti-Defamation League Regional Director Robert Trestan, and President and Director of the Muslim Justice League Stephanie Marzouk.

We successfully mobilized 150 people to attend a Keep Families Together vigil on three days’ notice, providing a space for people to express their outrage over the Trump administration’s zero tolerance policy for immigrants, refugees, and asylum seekers on the southern border, as well as disseminating constructive ways to continue aiding vulnerable families in crisis.

“When I think about the impact that the Winchester Multicultural Network has had on me what comes to mind is the feeling of being part of a caring, thoughtful, inspiring community of ‘do-ers.’ The leadership and volunteers are not people who just talk about issues—they take action.”

–Rebecca Slisz

“Residents are starting to talk more openly, be it positive or negative, about issues in our community, around some of the ‘isms.’ The Network does a great job presenting a face of professionalism, friendliness and caring while promoting the discussions around topics that may be uncomfortable for some.”

–Network participant

*In partnership with Parish of the Epiphany, Winchester Unitarian Society, and participation from Temple Shir Tikvah*
**Locally:** Held in response to residents’ concerns about the divisive 2016 election cycle and viewed as a way to promote community dialogue, our *Civic Gatherings* have continued to gain depth and momentum, giving voice to varied and diverse groups in new ways. These gatherings have birthed 10 new groups focused on various areas of concern, including the *Town Common Task Force*, a group supported by the Network, committed to collaboration and creating actual and virtual gathering spaces.

**Regionally:** We co-sponsored the first ever *Anti-Racism Organizing in the Suburbs (AROS)* convening, bringing together almost 120 people from suburbs in the Greater Boston region to learn about building movements and attend panel discussions about local civil rights issues such as affordable housing and the use of misappropriated Native American mascot imagery. Our hope is that AROS will continue helping suburban folks to organize and activate together in larger groups across the region.

The Network is on the leadership team of the newly re-named *Massachusetts Human Rights Coalition (MAHRC)*, a group of member organizations from across the Commonwealth dedicated to human rights and social justice concerns. The Network hosted monthly meetings in Winchester in FY 2018. The MAHRC is currently in the process of planning a convening at the Massachusetts State House in October.

“While I try to think beyond my own experiences and privilege, I can’t do that in a bubble. The Multicultural Network has provided invaluable opportunities for me to engage with others, see myself through their optics and learn beyond my own sometimes myopic lens.”  

—Network participant

“Ism issues are much more likely to be discussed and confronted. Reliable partnerships have been formed like the police department or faith groups. Overall the reputation of the Network has grown regionally and, as a result, its influence.”  

—Network participant

---

3 In partnership with Cambridge-based Community Change, Inc.
In keeping with our organization’s commitment to inclusion, we are listing all individuals who made a donation to the Network in the past fiscal year alphabetically as one group of supporters.

**ORGANIZATIONS**
Charities Aid Foundation
Community Health Network Area (CHNA) 15
Family Action Network
Harrison Mulhern Architects
John and Mary Murphy Educational Foundation
Litho-Craft, LLC
Parish of the Epiphany
Rotary Club of Winchester
Stage Music Center
W. Allan Wilde and Son Insurance Agency
Winchester Cooperative Bank
Winchester Cultural Council
Winchester Savings Bank
Winchester Unitarian Society

**INDIVIDUALS**
Salma Abounadi
Liz Adams
Marian Ahearn and David Goodman
Sahar Ahmed and Leon Awerbuch
Eunice Aikins-Afful
Mara Albert and Linda Blair
Patricia and Wilbert Aldrich
Meredith Allen
Susan and Allan Anderson
Margo Attaya
Larry Banks and Maren Judd
Diana Baquero
Annie Bartlett
Priscilla Baumann
Christa and Gordon Bennett
Katie and Mike Bettencourt
Jerry and Judith Blaine
Leslie Bodkin
Steve and Diane Boettcher

Rose Bogossian
Betsy Ellis Bowles
Christopher Brain
Dennis Brett and Cynthia Crothers
Lyne Brodsky
Barbara and Michael Burke
Dotty and Paul Burstein
Judy and Ric Bush
Dot and Ted Butler
Donna and James Campbell
Allison Tilly Carswell and Karen McKean
Carol and Bob Cashion
Joy and Leo Cass
Brian Casserly and Celiane Rey-Casserly
Denise Chamberland
Candace Cheatham
Kai and Andrew Chen
Peter and Vicky Cocolotto
Caren Connelly and Randy Palmer
Rev. Branwen Cook and Allen Dors
Phil Cooley and Marilyn Mullane
Pat Costello
Barbara Cracknell
Fred Csicbi and Daniel Levin
Catherine Curtis and George Gilmer
Kathy and Ed Czech
Nicholas D’Angelo, Jr.
Marie and John Dacey
Michael Day
Sara Delano and Bill Zink
Marion A. Desmond
Marianne DiBlasi
Linda Dispensa
Linda and Mark Dockser
Jan Dolan
Mary and Bruce Donald
Judy Donaldson
Susan Doubler
Alfred Duhamel
Tom Dunn
June Edwards
Louise and Michael Elefante
Marilyn and David Ellwood
Anne and Marc Emmerich
Chris and Karen Erikson
Cynny and Mike Evanisko
Susan Fagerstrom
Kim Foley
Terry Fuller
Karen and Denis Fullerton
John and Annmarie Galli
Peggy Gavin
Ahmed Ghoniem and Elizabeth Brodbine
Deirdre Giblin and David DuBard
Harris Gibson
Donna Gildersleeve and Nancy Fennelly
Robyn and Sol Gittleman
Trudy Glidden
Tom Gosnell
Mary Gottdenker
Erin Graham and Matthew Bronski
Fred Greene
Josie Greene and Glenn Asch
Jean Jacques Hajjar
John Halbrooks and Kathleen McKool
Mary Harrison
Mary Haskell
Jean and Jim Herbert
Carolyn and Tom Hirschfeld
Annie Hoffman and Philip Myers
Sriranush Hovhannisyan
Richard Howard
Tom and Nancy Howley
Tatyana Hrystsay
Mark and Kate Huttemann
Becky Jacques
Pat Jehlen
Debbie Johnston
Lisa Kalner-Williams and Randolph Williams
Shirley Kawamoto and Michael Hinchezy
Carol and Jim Kent
Arthur and Enid Kerman
Nazik Kesoian
James Kilpatrick
Stuart and Kathy Koman
Faye Kurnick
Gregory Kur and Michelle Prior
Cynthia Latta
Bruce and Karen Lauterwasser
Paula and Mack Lee
Robert and Gloria Leybold
Suzanne Leslie
Amanda Lewis and Tom Springer
Susan and Jason Lewis
Yansheng Liu
Katharine Lo
Elizabeth Lothner
Agnes and Aloysius Lugira
Jane Lynch
Isobel Magee
Mary Anne and Justin Magee
Judy and Mike Manzo
Zeina and Jason Marchant
David and Terry Marotta
Meighan Matthews
Maryann McCall-Taylor and Doug Taylor
Ann McGovern
Mary McKenna
Claire and Bob McNeill
Maureen Meister and David Feigenbaum
Reeva Meyer and Wayne Welke
Shelby Meyerhoff
Jo-Ann and Thomas Michalak
Will and Anne Miller
Seeme and Mario Moreira
Joe and Mary Murphy
Joe and Phyllis Murphy
Ron and Claudine Nacumuli
Nancy and Stefan Nagel
Nina Napolod
Kaye and David Nash
Carole Nassif
Michaele and Michael Nathan
Lita and Don Nelsen
Janet Nelson and Jack McCreless
Wendy Jo & Douglas New
Jennifer Nguyen
Tam Nguyen
Corie Nichols
In Memory of Ed O’Connell
Lia and Leopold O’Donnell
Martin O’Donnell
Anne and Richard Ockerholm
Candy Palacios
Denise and Dean Pappas
Judith and Leigh Peritz
James Pidacks and Judith Murray
Linda Preston
Ellen Prokopow and Zane Hollingsworth
Sheila Puffer
Connie Quackenbush
Lynne and Paul Rahmeier
Tom and Kathy Richardson
Sam and Gina Rippin
John Robins
Allan Rodgers
Mayra Rodriguez-Howard and Bill Howard
Nancy and Ron Rubbico
Lisa and Joel Rubinstein
John and Ginny Rueter
Maggie and John Russell
Gerald Ruth
Jayne Rutherford
China Sahagun
Liz and Dick Sayre
Nancy and Richard Schrock
Cristina Seckinger
Matthew Segal
Ann Sera and Bill Clark
Susan and Gary Setnik
Marina Salamon and Eddie Robinson
Linda and Ted Sharpe
Joanna Shea O’Brien and Justin O’Brien
Patricia Shepard
Emily Shield and Chris Cunnane
Rebecca Slisz
Margaret Sloat
Robin and Steve Smith

Rosemarie Smurzynski
Sukanya and Peter Soderland
Heidi and Barry Star
John and Mary Sue Stevens
Bob and Connie Stolow
David and Judy Storeygard
Jay and Gabrielle Stott
Margaret and Roger Sudbury
John and Nadine Suhrbier
Rosemary G. Sullivan
Paula Tagnagare
Ed Taylor and Susan Fennelly
Deborah Thompson
Sandy Thompson
Paula Tognarelli
Bob and Louise Trakimas
Laura and Gaeta Turenne
Hillary Turkewitz and Jon Ripley
Susan Turpin
Patricia Urick and Jeff Zegas
Candace Van Aken
Elena Vanipatis Baker and Steve Baker
Susan Verdichio and Shizu Mukai
Brian Vernaglia
Frank and Judy Virdelli
Heather Von Mering
Carol Watson and Arthur Waltman
Joyce and August Weston
Linda and Jim Whitehead
Lynda Wills
Jennifer and John Wilson
Margaret Wiseman
Susan Wong and John Chin
Lily Yamamoto
Hanna Yukho
The Zander Family
Juanita Zerda and William Carlin
Heng Zhu and Zhongyuan Huang
Anonymous (6)
HOW YOU CAN SUPPORT US

- Help out with one of the Network’s many events
- Serve on a committee
- Assist with translation services
- Spread the word about the Network
- Donate by check or online. Details can be found at: www.wmcn.org/how-you-can-help/donate

BOARD OF DIRECTORS
(as of June 30, 2018)
Michael Bettencourt
Susan Lewis, Vice-President
Mayra Rodriguez-Howard
Robin Smith, Treasurer
Sandy Thompson, Clerk
Juanita Zerda, President

STAFF
Shawn Macannuco, Office Manager
Elena Varipatis Baker, Development & Communications Coordinator

OTHER COMMITTEE MEMBERS
Raegan McCain, Schools & Youth Co-Chair
Rebecca Slisz

STEERING COMMITTEE
Sahar Ahmed Awerbach, Program Chair
Kristen Bray, Schools & Youth Co-Chair
Dennis Brett, International Connections
Phil Coonley
Margery “GeGe” Jackson
Zeina Marchant
Terry Marotta
Seeme Moreira
Kaye Nash
Gloria Legvold
Hillary Turkewitz, Response & Advocacy Chair
Felicity Tuttle
Lauren Winterer
Lily Yamamoto

FINANCIALS
September 1, 2017 – June 30, 2018*

Revenue $160,679
Expenses $124,311

*The financials reported are for a 10-month period, accounting for a 2018 change in the start of our fiscal year, from September 1 to July 1.

“As a minority in Winchester I want to let you know that just the existence of your Network makes me feel more included and welcome.”

—Network participant

Front Cover Photo: Courtesy of Marybeth Dixon