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MEGHAN C. JOP
EXECUTIVE DIRECTOR OF GENERAL GOVERNMENT

Racial Equity Group Selected to Lead DEI Equity Audit for Wellesley

November 14, 2023 (Wellesley, MA) – Following a thorough search process, the Town of Wellesley has contracted with [Racial Equity Group](#) to conduct a broad equity audit for the Town and further Diversity, Equity, and Inclusion (DEI) work throughout the community. The management consulting firm was selected by the Wellesley DEI Task Force from more than 10 organizations that submitted applications through a competitive RFP process. In April 2023, Annual Town Meeting approved \$100,000 in funding for the equity audit as part of the successful passage of [Wellesley's Anti-Racism and Anti-Bias Resolution](#).

The name Racial Equity Group and its CEO Bird Guess may be familiar to the Wellesley community. The firm has worked with a number of cities and towns across the Commonwealth and in the past year-and-a-half, partnered with the [DEI Task Force](#) to hold two foundational training workshops in Wellesley - one for Town staff members and officials in June 2022, and another for the community at large in March 2023. This time, the firm will primarily focus on developing and completing an equity audit intended to be a broad study that assesses all aspects of equity in Wellesley.

"This inclusive approach will involve both an internal audit of Town policies and processes and an external climate assessment, using tools such as comparisons to best practices, focus groups, and community wide surveys, to assess the feelings of belonging and perceptions of bias in the broader community. Wellesley is fortunate to have Racial Equity Group on board to help us with this critical work," said Executive Director Meghan Jop.

The equity audit will build on past and current DEI work in both the Town and Schools and provide baseline data and metrics to help measure change in the community over time. The information gathered will be used to better understand the experiences of those who feel marginalized and systemically disadvantaged, determine barriers to access and learn where inequities exist, and make recommendations and cost estimates for actions and initiatives to help address these issues to help make Wellesley a place where everyone feels as though they belong.

Residents, town and community leaders, business owners, and employees are all integral to this work. Town leaders will be actively promoting equity audit participation by all municipal departments and staff, elected officials, and everyone in the community. "We know that real change requires collaboration and commitment, and together with Racial Equity Group, we're eager to get started on this effort," said Jop.

The firm's work will begin immediately with a kick-off event planned for early December. For more about the Equity Audit, refer to [the DEI Task Force Equity Audit Frequently Asked Questions \(FAQs\)](#) on the Town of Wellesley website.

About Racial Equity Group

Racial Equity Group is a management consulting firm based in Texas that provides advisory services to public and private organizations on Racial Equity, DEI strategies, and customizes and facilitates equity audit assessments, and implicit bias training experiences. The firm's vision is to equip organizations to make racial equity standard operating procedure.

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