

# Superintendent Response to DEI Invitation

On Wed, May 10, 2023 at 1:24 PM Andrea Mendez-Meggison <[acmeggi@gmail.com](mailto:acmeggi@gmail.com)> wrote: Mr Mela and Mr. Crozier,

We are the co-chairs of the Sudbury Diversity, Equity, and Inclusion (DEI) Commission. We've received outreach from Sudbury citizens and commission members about the incident at the Wayland-Sudbury track meet. It would be helpful if both/either of you could attend our next meeting to educate the commission about the incident to help inform the discussion, which is already on our agenda, and to understand from you how we can best provide appropriate support. The meeting is May 18th from 7:30-9:30 and we can adjust our agenda to accommodate your availability. Your insight would be invaluable to the conversation, and we hope to build a positive and strong rapport with you both as we all work to serve the community.

Thank you for your consideration.

Sincerely,

Dianne Baxter & Andrea Meggison  
DEI Commission for the Town of Sudbury Co-Chairs

----- Forwarded message -----

From: **Brad Crozier** <[brad\\_crozier@sudbury.k12.ma.us](mailto:brad_crozier@sudbury.k12.ma.us)>  
Date: Mon, May 15, 2023 at 8:25 PM  
Subject: Re: DEI Commission Invitation  
To: Andrea Mendez-Meggison <[acmeggi@gmail.com](mailto:acmeggi@gmail.com)>  
Cc: <[jeff\\_mela@sudbury.k12.ma.us](mailto:jeff_mela@sudbury.k12.ma.us)>, <[julie\\_williams@sudbury.k12.ma.us](mailto:julie_williams@sudbury.k12.ma.us)>, Dianne Baxter <[sudburysinger@yahoo.com](mailto:sudburysinger@yahoo.com)>

Dear Dianne Baxter & Andrea Meggison,

Thank you for contacting me about the Sudbury DEI Commission meeting regarding the recent incident at the Wayland track meet. I appreciate the invitation to attend and share my insights.

Our investigation into the matter included a thorough review, including interviewing students at the track meet who could have heard the slur, staff members and coaches, and soliciting the community for any information. We regret to inform you that we could not substantiate the use of the racial slur. At this point, I do not feel that Jeff or my presence would contribute to the meeting, so we will not attend the meeting on May 18th.

However, we understand the impact that such an allegation can have on the students involved and the community. We empathize with the Wayland students and agree that hate language of any sort can not be tolerated. We have taken steps to ensure that our students comport themselves in a manner that makes others feel safe and respected. We believe it is important to

foster a culture of inclusion and acceptance in our schools and community, and we will continue working diligently towards that goal, as articulated in Sudbury's Equity Statement:

- Sudbury Public Schools are committed to welcoming, affirming, and celebrating all students, staff, and families.
- Sudbury Public Schools are committed to creating and sustaining a culture that promotes advocacy, equity, and justice for marginalized groups who have been systemically oppressed and excluded.
- Sudbury Public Schools are committed to an anti-bias and anti-racist education that includes and values the perspectives and histories of diverse peoples.

We do not tolerate hatred or bigotry at SPS and in our larger community. We appreciate your partnership in this effort, and please let us know if there is anything further we can do to address your concerns. I hope to have the opportunity to work with the commission in the future and support its mission.

Thank you again for the invitation.  
Sincerely,

**Brad Crozier**  
Superintendent of Schools  
Sudbury Public Schools  
40 Fairbank Road  
Sudbury, MA 01776

(978) 639-3211  
pronouns: he/him/his