

Determination to Make a Change:

Decision point:

- > Should the Committee vote to not remove the Menotomy Hunter from circulation this proposal would stop here and be completed.
- > Should the Committee vote to remove the Menotomy Hunter from circulation in Arlington Public Schools this proposal would continue as outlined.

Recommendation:

The Inclusion & Diversity Committee in partnership with the Arlington Human Rights Commission and the Arlington High School administration is recommending that the Menotomy Hunter image be retired from usage within the schools and removed from where it currently appears in all forms. After consulting with Native American members of the Arlington and Greater Boston community it was apparent that the image is offensive when being used in a school context, creating the impression of a mascot-like figure.

Decision Point:

- > Should the Committee vote to not adopt a land acknowledgement statement to be used at significant public events in the APS community this proposal would continue as outlined while disregarding all further information about land acknowledgments.
- > Should the Committee vote to adopt a land acknowledgement statement to be used at significant public events in the APS community this proposal would continue as outlined.

Recommendation:

The Inclusion & Diversity Committee in partnership with the Arlington Human Rights Commission and the Arlington High School administration is recommending that a formal Land Acknowledgement be adopted for use by APS. Land acknowledgements can be spoken or written and it is our recommendation that a brief spoken statement be used at public gatherings while a more detailed written statement may also appear in APS buildings, on APS websites, and in other printed media. The following text is a land acknowledgement drafted for Arlington by the AHRC, of which the first sentence (bolded) can be used as the brief spoken statement.

STATEMENT TO ACKNOWLEDGE THE TRADITIONAL NATIVE LANDS ON WHICH WE STAND...

I want to acknowledge that we are gathering on the traditional territory of the Massachusett tribe, part of the Algonquin group of Native Americans. The Massachusett tribe lived on the land around Mystic Lake, the Mystic River, and the Alewife Brook, as well as a wider area that extended from what is now Southern New Hampshire, west beyond Concord, and down to the South Shore of Massachusetts. Around 1617, European traders and fishermen spread disease to the Massachusetts people. Mortality rates were as high as 90%.

The tribal leader when the English colonists arrived is known to history as the “Squaw Sachem of Mistick.” To her people, she was known as “Sunk Sqa.” She took over as leader from her husband Nanepashemet, after he was killed by a rival tribe around 1619. The Squaw Sachem was considered a good leader. She knew her tribe was too few in number to fight against English colonists and therefore traded away use of all of the tribal lands to the settlers. In return for giving away the Massachusett tribe’s land, she received ten pounds, corn, and was to be given a new winter coat of wool each year for the rest of her life. She held onto only some land on the western side of the Mystic Lakes to continue hunting and farming throughout her lifetime. She is thought to have lived until about 1650.

Today, descendants of the Massachusett tribe honor their ancestors by keeping the traditions of their tribe alive. The modern day Massachusett Tribe at Ponkapoag is governed by two branches of tribal government, including a tribal council consisting of traditional leaders, elders, and representatives of the many families on the tribal rolls. For more information about the Massachusett tribe and their culture, visit <http://massachusetttribe.org/the-tribe>.

Proposed Timeline:

<u>Date</u>	<u>Event</u>
July 2020	Arlington High School principal Dr. Matthew Janger announces a moratorium on the Menotomy Hunter image. Conversations opened with the AHRC, MCNAA, UAINE, and the Dallin Museum about the image and its implications/effects.
October 8, 2020	Public panel facilitated by AHRC featuring indigenous voices and representatives from AHS and the Dallin Museum occurs.
December 10, 2020	School Committee commits to retiring the Hunter image completely from Arlington Public Schools and to adopting a land acknowledgement to be

	used at significant public events in the APS community.
February 2021	The Inclusion & Diversity Committee publishes an online exhibit regarding the Menotomy Hunter which is incorporated into advisory and social studies programming at Arlington High School.
As early as spring semester 2021	Process to select a new Spy Ponders mascot image begins.

Cost of the Change:

The main areas where the Menotomy Hunter appears are online, on stationary, on official school documents, on apparel, and in the AHS building.

Removing the image from the first three categories is currently underway at nominal cost: website appearances are being removed as they are found, the transcripts and diplomas have been edited to feature the town seal in place of the Hunter, and new stationary has been ordered also featuring the town seal.

In athletic apparel, the image has been taken off of uniforms gradually over the past several years, and currently only one set of team uniforms would possibly need to be replaced on account of the Hunter. Other student gear (distributed by individual grades, team booster clubs, and the administration) still widely features the Hunter. The school committee resolution would request that these groups not to produce any new items in association with the school featuring the image. Possible solutions to this widespread presence include a fundraiser in the form of a buyback, where students would be able to replace old gear with apparel featuring updated imagery. This would involve some funding and would likely occur only after new imagery is selected.

The presence of the image on school grounds would need to be addressed in phases. Some instances such as parking lot signage and wall murals can be easily replaced or painted over at nominal cost. Additionally, there are no plans to use the image in the new building, which will be completed in a few years. Replacing the image on the Peirce Turf immediately would require substantial funding, however the turf is scheduled to be resurfaced in 4-5 years.

In the town community there are many youth teams and groups who use the image independent of APS. Removing the image from these contexts would mainly be an effort of education and leading by example: these groups will be less likely to align themselves with the image if the high school and other schools are no longer doing so.