



City of Boston  
*Equity and Inclusion*

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# Equity & Inclusion Cabinet

FY26 Budget

April 28, 2025





City of Boston  
Equity and Inclusion

# Mission

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Improve life outcomes with and for historically marginalized communities in Boston by addressing gaps in social determinants of health.

# Theory of Change

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**E&I  
Services**



**Targeted  
Programming**



**Coalition  
Building**

# Equity and Inclusion Cabinet at a glance

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*Black Male  
Advancement*



*LGBTQIA2S+  
Advancement*



*Disabilities Commission*



*Immigrant Advancement*



*Fair Housing Commission*



*Language and  
Communications Access*



*Human Rights  
Commission*



*Women's Advancement*



# E&I Office Priorities

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**Cultural Affairs**

**E&I Academy**

**E&I Coordination Network**

**Reparations**

**Technical Assistance**

**\*\*\*Collective Impact**

# Cultural Affairs

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## Summary of FY25 Spending:

- Cultural mini-grants
- Back-to-school programs
- Language preservation
- Flag Raisings

## Intentions for FY26 Spending:

- Cultural Celebrations
- Cultural Mini grants
- Language preservation program



# E&I Academy

## Summary of FY25 Spending:

Non-Personnel: \$20,000 (max)

## Intentions for FY26 Spending:

Double the number of participants through,

- Signature Cohort learning sessions
- E&I Summit
- E&I Spring Symposium
- One-off workshops

[E&I Academy Impact Report](#)



MOLA's session.



Another of our 4 graduating cohorts.

# E&I Coordination Network

## Summary of FY25

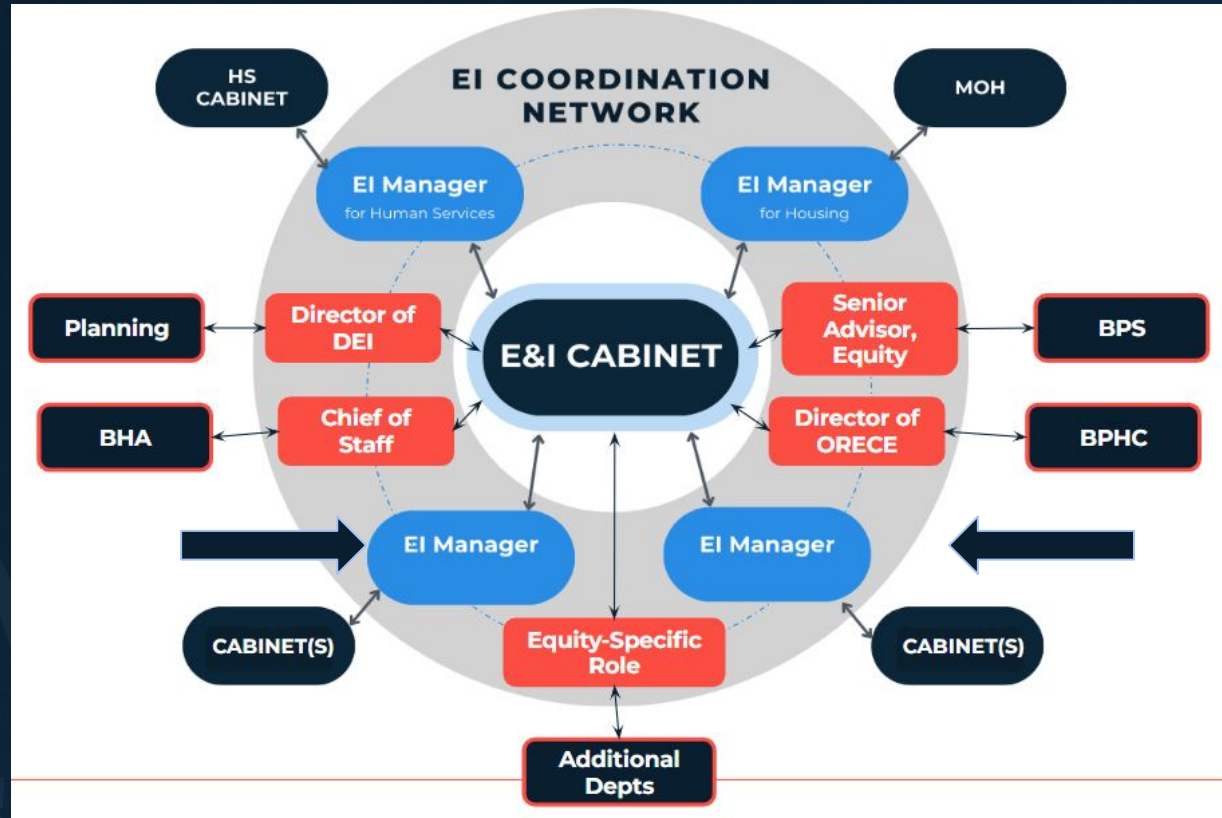
### Spending:

Non-Personnel: \$9,000

## Intentions for FY26

### Spending:

- Hire 2 additional E&I Managers
- Continue to heavily invest in professional development for our E&I Managers





# Reparations Task Force

## Summary of FY25 Spending:

- Phase I Research Report Contracts
- All other Task Force Spending

## Intentions for FY26 Spending:

- External Communications
- Economist Contract
- Public Meetings
- Mapping of Slavery in Boston Project
- Engagement and outreach





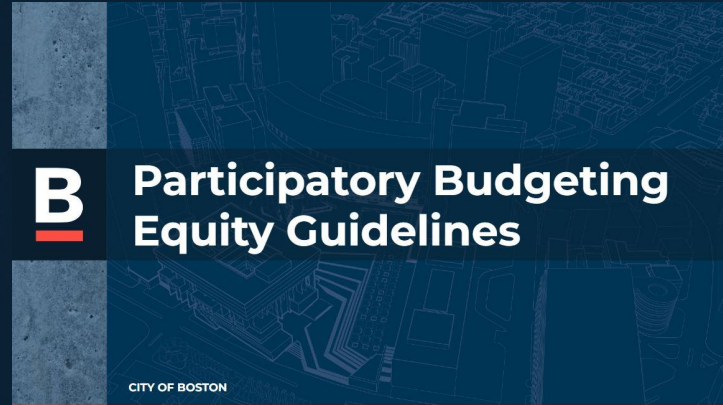
# Technical Assistance

Our T.A. program impacted **14 programs, practices, and policies** in other City departments in FY25.

## Summary of FY25 Spending:

Non-Personnel: \$0

- **Intention for FY26 Spending:**  
Continuing support for other City departments, focusing on opportunities through the E&I Coordination Network.



Created By: Northeastern University MPA Capstone Group - Taylor Grant, Serena Larew, Jessica Robinson  
April 11, 2025

## POLICY RECOMMENDATION MEMO

Research for Improving Equity & Fairness  
in Boston's Parking Fines & Fees System

# FY23-FY25 E&I Cabinet Collective Impact

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**Community Grants:** \$7,662,756

**Total Number of Grants:** 615

## Examples of Services Provided by Partners

- Parent Support Groups
- Community Based Research
- Legal Access and Gender Affirming Programs
- Health and Wellness
- ESOL and Civic Engagement Classes
- Cultural Celebrations

**FY26:** Sustain impact!



# FY26 BUDGET HEARING



City of Boston  
Black Male  
Advancement



# WELCOME

This recommended \$2 million FY26 budget proposal outlines our impact, priorities, and the vision for deepening investment in the lives of Black men and boys across our city.

BMA continues to build on our progress—expanding opportunity in fatherhood engagement, youth pathways, workforce empowerment, affordable homeownership, men's health, and more.

This year, we continue our efforts to increase access and opportunity through policy, programs and partnerships to continue building a city where every Black man and boy can thrive.



# MISSION + PRIORITIES

## OUR MISSION:

To improve outcomes and reduce systemic barriers to advancement for Black men and boys living in Boston by ensuring equitable access to opportunities, resources, and support across the City.

## OUR PRIORITIES:

- Economic Opportunity and Workers Empowerment
- Affordable Housing and Pathways to Homeownership
- Education and Youth Advancement
- Public Health and Wellness and Fatherhood and Families
- Community Safety and Returning Citizens
- Equity and Racial Justice





# BUDGET OVERVIEW

For **Fiscal Year 2026**, the Office of Black Male Advancement is requesting level funding in the amount of **\$2,094,030.00**, consistent with our FY25 allocation. This ensures stability as we continue building Boston's strategy focused specifically on the advancement of Black men and boys.



City of Boston  
Black Male  
Advancement

**FY26 BUDGET  
HEARING**

## THIS CONTINUED INVESTMENT ALLOWS BMA TO:

Sustain and scale  
our programs and  
initiatives

Maintain staffing  
and operations

Expand outreach,  
engagement and  
increase community  
partnerships

Strengthen data  
collection, performance  
tracking, technical  
assistance and continue  
Equity Study



City of Boston  
Black Male  
Advancement

**FY26 BUDGET  
HEARING**

# BUDGET BREAKDOWN

**FY26 BUDGET TOTAL**

**\$2,094,030**

**\$1,116,678**

**PERSONNEL**

**\$827,352**

**NON-PERSONNEL**

**\$125,000**

**EQUITY STUDY**

**\$25,000**

**BLACK MEN  
AND BOYS  
COMMISSION  
STIPENDS**

**\*MBK FUNDS IN BPS BUDGET: \$717,866**



City of Boston  
Black Male  
Advancement

**FY26 BUDGET  
HEARING**

## OUR PROGRAMS

### **-MY BROTHER'S KEEPER (MBK)**

**IMPACT:** My Brother's Keeper Boston has served over 1,000 young Black males through initiatives like MBK Fellows, Ambassadors, HBCU College Tour, HBCU Summit, and MBK Youth Summit—and partnered with OYEA to host 500+ youth at the Mayor's Youth Summit. BMA partnered with the Office of Youth Employment and Opportunity to attract thousands of youth to the Youth Job and Resource Fair.

### **-REACH 1000**

**IMPACT:** We have successfully reached 1000+ mentees

### **-COMMUNITY EMPOWERMENT GRANT**

**IMPACT:** In FY25, BMA awarded \$500,000 in Community Empowerment Grants to 53 organizations. In FY24, \$500,000 supported 63 groups reaching over 14,000 Black men and boys.







City of Boston  
Black Male  
Advancement

**FY26 BUDGET  
HEARING**

## OUR PROGRAMS *Continued...*

### **-PROJECT OPPORTUNITY**

**IMPACT:** BMA has helped 81 individuals access free CORI-sealing legal services and hosted two major career events: the Project Opportunity Fair with 175+ attendees and a Resource Fair with the Office of Returning Citizens drawing over 200 attendees.

### **-YOUNG BLACK LEADERS**

**IMPACT:** Our next cohort will launch later this Spring 2025.

### **-BLACK MEN LEAD**

**IMPACT:** Our next cohort will launch later this Spring 2025.

**\*Through our community office hours and our intake-form we have supported over 300 individuals.**

# TECHNICAL ASSISTANCE

## **CAPACITY BUILDING INSTITUTE**

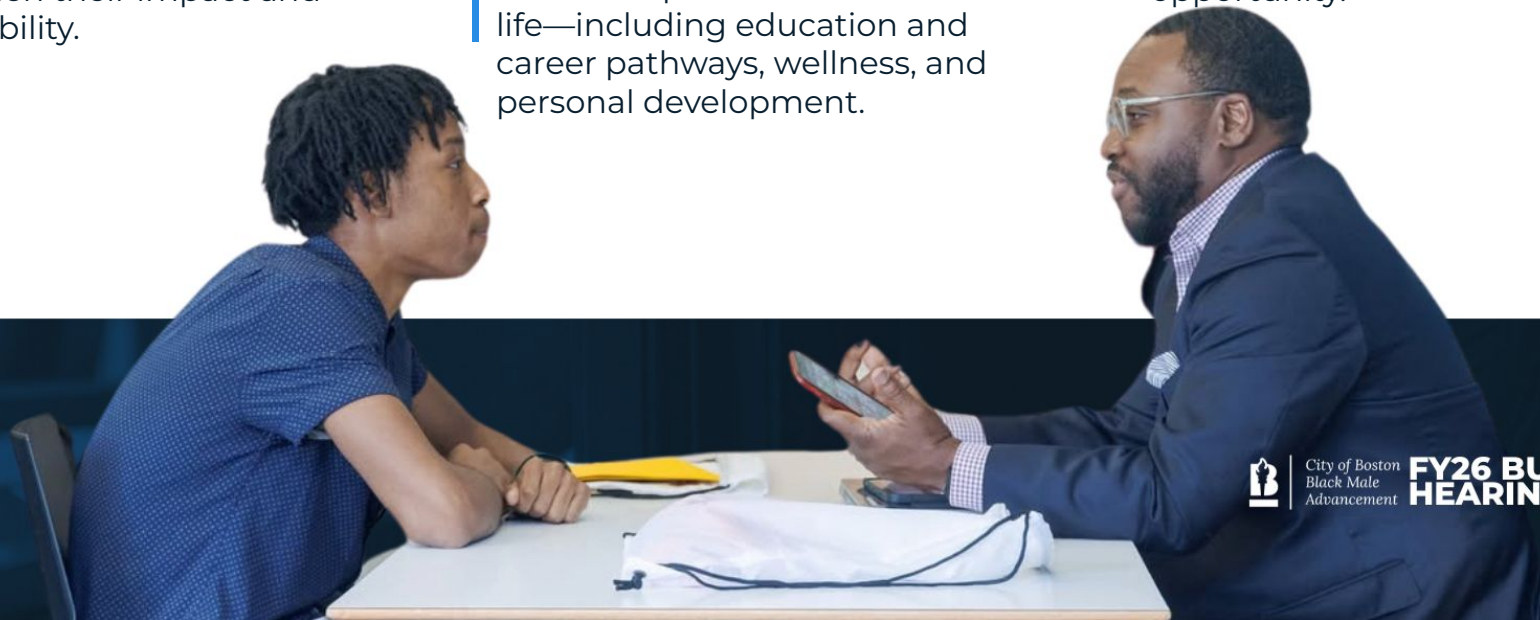
The Capacity Building Institute (CBI) equips community leaders and organizations serving Black men and boys with tools, training, and resources to strengthen their impact and sustainability.

## **MENTORSHIP TRAINING INSTITUTE**

The Mentorship Training Institute (MTI) equips organizations that serve Black men and boys with the tools, skills, and strategies needed to provide effective, holistic mentorship across all areas of life—including education and career pathways, wellness, and personal development.

## **CORI SEALING PROJECT**

The CORI Sealing Project provides free legal support to help residents seal their criminal records, removing barriers to employment, housing, and opportunity.



City of Boston  
Black Male  
Advancement

**FY26 BUDGET  
HEARING**



# TECHNICAL ASSISTANCE *Continued...*

## EQUITY STUDY

The BMA Equity Study is a comprehensive assessment of data related to Black men and boys and how they are served by City of Boston policies, programs, and services. Its findings will inform equitable, data-driven, and impactful strategies to improve outcomes and guide future investments across the city.

## DATA DASHBOARD

The BMA Data Dashboard is a centralized, real-time platform featuring rolling data from City departments, organizations, and agencies that serve Black men and boys in Boston, helping track progress, inform policy, and drive impact.

## BMA PARTNERSHIP NETWORK

The BMA Partnership Network connects City departments, community organizations, and stakeholders working collaboratively to support and advance the well-being of Black men and boys in Boston.



City of Boston  
Black Male  
Advancement

**FY26 BUDGET  
HEARING**

# BLACK MEN AND BOYS COMMISSION

**ABOUT:** The Black Men and Boys Commission in Boston, established by a 2021 ordinance, is composed of 21 Black men with expertise in issues affecting Black men and boys. The Commission acts as an advisory body to the Mayor and the Mayor's Office of Black Male Advancement, offering guidance on policy, budget priorities, and initiatives aimed at improving outcomes for Black men and boys across the city.

**IMPACT:** The Black Men and Boys Commission made over 20 policy and budget recommendations, totaling \$34 million, to enhance outcomes for Black men and boys in Boston. BMBC successfully advocated for the BMA Equity Study and codification of the Office of Black Male Advancement.



# FY26 GOALS

- Assisting the Mayor and Black Men and Boys Commission in determining budget and policy priorities
- Monitoring and advising city agencies and departments on issues pertaining to Black men and boys
- Providing recommendations on projects and programs that promote equity for Black men and boys which are not currently being implemented by existing city agencies
- Performing outreach, communication, and liaison to Black men and boys related to community groups and organizations
- Working with all city departments, agencies, commissions, and offices to assure that Black men and boys are represented at all levels of city government
- Serving as an information broker on the well being of Black men and boys through strategic disaggregated data collection, maintenance, and reporting



City of Boston  
Black Male  
Advancement

**FY26 BUDGET  
HEARING**





# THANK YOU



City of Boston  
Black Male  
Advancement



City of Boston  
*Equity and Inclusion*

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# Fair Housing and Equity

## FY26 Budget

April 28, 2025





# FY25 ACHIEVEMENTS

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## Staffing

**Hired 2 positions**

Hired Director of Investigations and Intake Specialist to support Investigations and Enforcement team.

## Case Closures

**Closed 30 cases**

Investigations and Enforcement team saw an increase of 130% in case closures from the previous fiscal year

## AFFH

**Held 3 meetings**

Hosted quarterly, 3-hour long meetings with 7 different agencies to review and monitor AFFH compliance

## Outreach

**30+ events**

Attended or held over 30 events and training opportunities, reaching over 2,500 constituents.

# FY26 GOALS

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Double  
**Closures**

**Case  
Closures**

Aiming to close over 60 cases next year, with a 100% increase in case closures.

Expand  
**Outreach**

**Public  
Outreach**

Hoping to reach more constituents, particularly those of our protected classes

Develop  
**Trainings**

**AFFH  
Programs**

Increase interdepartmental coordination and training opportunities.

# Federal Funding

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Part of our budget included Fair Housing Assistance Program (FHAP) which supports enforcement of local fair housing laws through complaint investigation, compliance reviews, and staff training.

BFHC receives FHAP funds annually from HUD.





City of Boston  
Women's Advancement

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# Mayor's Office of Women's Advancement

## FY26 Budget

April 28, 2025







City of Boston  
Women's Advancement

# Mission

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Uplifting the voices and advancing the lives of women and girls through City programs and policies. We create opportunities, remove barriers, and provide resources—including sharing resources, advocacy initiatives, and legislative tools—to help women of all ages thrive and reach their full potential in our community. Through data-driven policymaking, equitable funding strategies, and partnerships with local, state, and national organizations, we ensure that our initiatives are rooted in sustainable and impactful change.

# MOWA's Intatives

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## Health

Advancing access to culturally competent, gender-inclusive healthcare and wellness resources for all women in Boston.



## Safety

Ensuring safe, violence-free environments through prevention, education, and survivor-centered support systems.



## Economic Equity

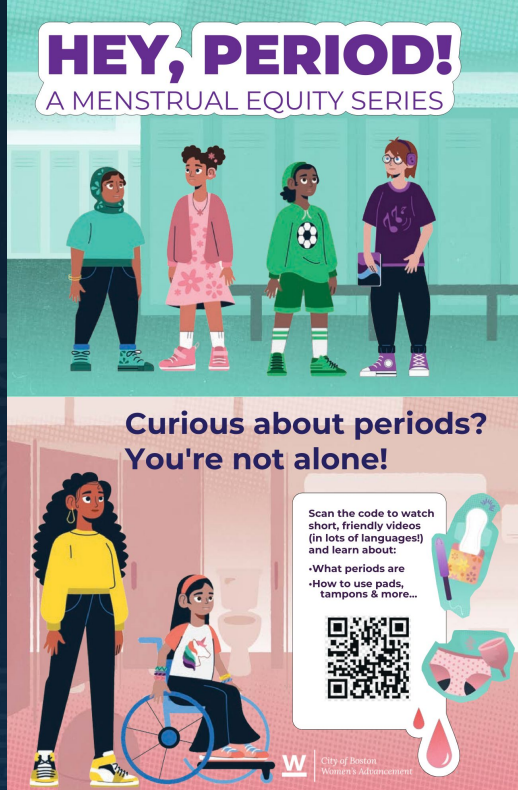
Closing the gender wealth gap through entrepreneurship, workforce development, and equitable policy advocacy.



## Representation

Elevating women's voices in leadership, policy-making, and civic engagement across all levels of government.

# Strategic Priorities for Health



## Menstrual Equity Expansion

Since its establishment in August 2023, this initiative has transformed to citywide animated educational content in 11 languages and launched menstrual equity training materials for staff at Boston Centers for Youth & Families (BCYF) and Boston Public Schools (BPS) Health Services.

In FY26, we aim to partner with the Boston Public Library (BPL) to introduce the staff trainings and promote the animation series at all libraries. In addition to, Boston Public Health Commission (BPHC) to develop additional menstrual health education animation videos in all City of Boston languages.



# Strategic Priorities for Health

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## Grant Partnerships

During Q2 of 2025 MOWA has collaborated with the Mayor's Office of LGBTQ+ Advancement to produce grants as a continuation of support for Boston families.

For FY26, we will develop grants and programming to address Boston's mental health epidemic. This initiative will be informed by research from the Boston Public Health Commission (BPHC) and the expertise of our Extraordinary Women honorees, who are leaders in the mental health field.

# Strategic Priorities for Health

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## Internal & External Partnerships



In October 2024, we proudly served on the planning committee for the EmpowerHer: Inaugural Health Conference for and About Black Women, providing support for this groundbreaking health and wellness event hosted by the Boston Public Health Commission (Pictured). January 2025, we attended the National LGBTQ+ Task Force Creating Change Conference and co-hosted the session "What's Killing Us? Health Findings of the National LGBTQ+ Women's Community Survey" in collaboration with the Mayor's Office for LGBTQ+ Advancement (MOLA).

For FY26, we will continue to cultivate internal and external partnerships to expand awareness of our office and support organizations that share the City of Boston's commitment to its residents. This collaborative strategy will amplify the impact of community leaders who connect and uplift Bostonians.

# Strategic Priorities for Safety

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## BPHC Program Support

In FY25, The Office supported the Boston Public Health Commission in hiring for the new Director of the Domestic, Sexual and Gender Based Violence Prevention Initiative.

For FY26 we will develop a lasting and collaborative partnership with the Boston Public Health Commission's Office of Domestic and Sexual Violence Prevention, integrating their expertise into our Extraordinary Women safety working group.



# Strategic Priorities for Safety

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## Girls' Safety and Empowerment

Strengthen collaboration with Boston Public Schools (BPS) and expand initiatives focused on violence prevention and support for girls. In addition to partnering with the Office of Community Safety on a grant initiative.

In FY26, we will continue our collaboration with BPS and the Office of Community Safety while also developing and coordinating a city-wide summit focused on violence prevention for young girls.

# Strategic Priorities for Representation

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## Extraordinary Woman Awards

Annually during Women's History Month MOWA continued its *Extraordinary Women* award celebration by amplifying the voices of women leaders and community change makers nominated by their peers, reinforcing our commitment to equity and representation throughout Boston.

Our FY26 goals include enhancing our celebratory event for honorees and implementing ExW working groups in each initiative to strengthen the community connection inherent in our work.

# Strategic Priorities for Representation

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## Girls Mentorship

During the 2024-25 school year, MOWA partnered with local schools and community organizations to attend Career Days, connecting Boston youth with women leaders across industries to inspire future pathways. This also includes mentoring Northeastern students in their search for their next professional step.

In FY26, we will integrate interns into all our office initiatives, partner with the Boston Public Schools 10 Girls program to support HBCU college tours, and further expand Career Days by strengthening ties with BPS and local employers.





# Strategic Priorities for Representation

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## Internal & External Partnerships



From April 2024 to March 2025, we hosted and joined several key events to celebrate and uplift women and girls in Boston. Highlights include a head wrap workshop for Black Women's History Month, a panel for *Hoops with Company* One Boston, and a Women's Equity Day celebration with the MA Women's History Center. We also supported Boston Gives Back, co-hosted a Black Women in Leadership and Labor panel, spoke at the Love Your Magic Girls Conference, and partnered on a concert with MOIA and Sofar Sounds. We closed with International Women's Day alongside Mass NOW.

In FY26, we'll deepen city and community partnerships—including attending the National Justice for Black Girls Conference—to amplify local leadership and drive collective impact.

# Strategic Priorities for Economic Equity

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## Women's Entrepreneurs Boston (WEBOS)

In FY26, we will launch a women creatives entrepreneurs event in Q2, host a golf clinic in Q3, and organize a networking mixer in Q4. These initiatives build upon our long-standing partnership with the Cabinet of Economic Opportunity and Inclusion and the Office of Small Business.

Instituted under the Walsh administration in 2015 our office has reignited the initiative dedicated to supporting and advancing women-owned businesses across Greater Boston. Formally a week of events in October we have institutionalized 4 quarterly events including a kick off Summit in March 2025 and an advisory committee.





# Strategic Priorities for Economic Equity

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## Internal & External Partnerships

We continued Women's Worker's Rights programming in collaboration with the Worker Empowerment Cabinet and conducted Equal Pay Day programming and promotion with Equity and the Boston Women's Workforce Council (BWWC).

In FY26, we aim to advance economic equity for low-wage working women by continuing targeted programs and partnerships that broaden economic justice efforts across the city.



# Strategic Priorities for Economic Equity

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We plan to work with the Boston Women's Workforce Council, informed by a strategic evaluation from the Harvard Kennedy School, to enhance our ongoing efforts in addressing the gender/wage gap.



# Conclusion

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In FY25, MOWA delivered measurable progress across health, equity, representation, and safety—relaunching WEBOS, expanding menstrual equity, and honoring over 40 women at our EXTRAordinary event. Our partnerships have strengthened citywide impact, and our programs continue to evolve to meet the needs of Boston's women and girls.

As we move into FY26, we're scaling key initiatives, deepening youth engagement, and further embedding equity into every aspect of our work. Thank you for your continued support in building a city where all women and girls can thrive.



City of Boston  
*Equity and Inclusion*

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# Equity & Inclusion Cabinet

FY26 Budget

April 28, 2025







City of Boston  
Immigrant Advancement

# MOIA Budget Hearing

## FY 24-25

April 28, 2025



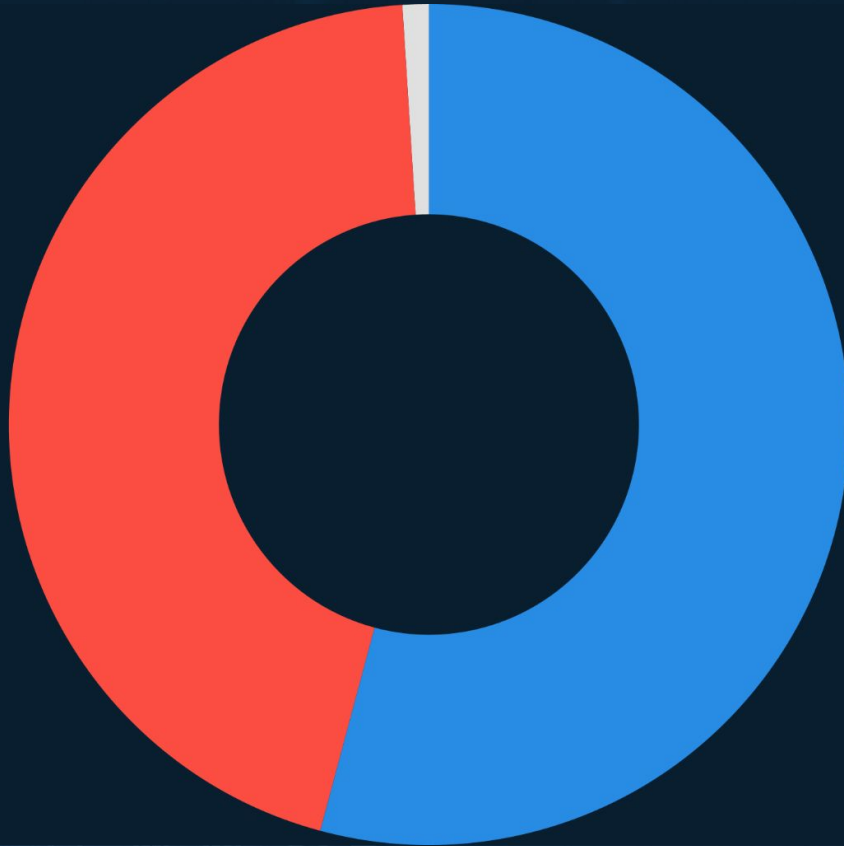
# NEED INDICATORS

- MOIA Weaving Well-being grant: Received 94 applications requesting ~\$1.4m. MOIA could only fund \$232,000, meeting only 16% of demonstrated need.
- MOIA Immigration Legal Access grant: Received 41 applications requesting ~\$3.2m. MOIA could only fund \$700k meeting only 21% of demonstrated need.
- MOIA ESOL grant: MOIA received 49 applications requesting ~\$3.5m. MOIA could only fund \$500k, meeting only 14% of the demonstrated need.
- Two-month wait-list for MOIAs free, one-per-person, 15-minute Immigration Consultations





# FY26 Maintenance Budget



- **Contracted Services/Grants (\$1.9M)**
- **Staff Salaries and Benefits (\$1.6M)**
- **Other (\$36K)**





## FY26 Programs and Deliverables

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In the upcoming year, MOIA is committed to supporting our constituents through a variety of Grants and Contracted Services in three major categories:

- 1. Economic Mobility and Workforce Development (\$775K)**
- 2. Strengthening Immigrant Communities (\$700K)**
- 3. Community Well-being and Mental Health (\$340K)**



# FY26 Programs and Deliverables

## Economic Mobility and Workforce Development (\$775K)

### **\$375K for Legal Access**

Providing legal access and  
KYR trainings for 1,000  
immigrant workers.

### **\$225K for ESOL Programs**

Providing English language  
instruction to over 200  
members across Boston.

### **\$175K for DOJ Accreditation**

Supporting the training and  
equipping of more  
Department of Justice  
Accredited Recognized  
representatives at Boston  
nonprofits.



City of Boston  
Immigrant Advancement

# FY26 Programs and Deliverables (Contracted Services)

## Strengthening Immigrant Communities (\$700K)

### **\$550K for Immigrant Youth Advancement**

Providing job training,  
experience, and stipends to  
1,200 immigrant youth.

### **\$50K for City of Belonging Festival**

Sponsoring  
community-based events  
celebrating cultural  
diversity throughout the  
City's neighborhoods.

### **\$100K for Immigrants Lead Boston**

Funding the training of up  
to 40 emerging leaders in  
immigrant communities.





# FY26 Programs and Deliverables

## Community Well-being and Mental Health (\$340K)

### **\$190K for Vicarious Trauma Response**

Training Community Based Organizations to embed trauma-informed practices in their work.

### **\$150K for Weaving Well-being**

In its fourth year, WWB aims to assist over 1,500 individuals struggling with their mental health.

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# Language & Communications Access Office

April 28, 2025





# Mission

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The Office of Language and Communications Access (OLCA) strives to empower speakers of all languages and communication abilities to receive the full spectrum of services offered by the City of Boston and play a critical, centralized role in decision-making.



# Our Team



**Jeniffer Vivar Wong**  
*Executive Director*



**Robbie Adams**  
*Training & Development  
Manager*



**Liz Kunesh**  
*Training & Development  
Specialist*



**Gayana Daniel**  
*Chief of Staff*



**Ivie Igbineweka**  
*A&F Manager*



**Cindy Zhong**  
*Finance Coordinator*



**Larisa Castellon  
Melara**  
*Compliance Manager*



**Erika Garcia**  
*Research & Data Manager*



**Rebeca DePass**  
*In-House Spanish  
Translator*



**Brittany Barrett**  
*Executive Assistant*



**David Alvarado**  
*LCA Specialist*



**Felida Milhomme**  
*LCA Specialist*



**Neftali Reynoso**  
*ARPA LCA Senior Specialist*

**13**  
Full Time  
Employees

# Languages Used by Team members

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- Spanish
- Haitian Creole
- French
- Mandarin
- Cantonese
- American Sign Language
- Italian
- Edo
- Nigerian Pidgin

## Current Interns



**Jhoselyn Tovar Sandoval**  
*LCA Intern*



**Riley Olowu**  
*Literacy Task Force Intern*

# Maintenance Budget

**\$986,574**



**Comprehensive  
Language Services**



**Internship  
Opportunities**



**Advancing  
Equipment &  
Technology**

Our maintenance budget  
supports the following three  
large priorities areas



# Big Goals

- Equip City Workforce to Deliver Language & Communications Access Services
- Publish Departmental Language & Communications Access Plans
- Execute Accessible Service, Ensure Community Awareness & Participation
- Expand Technology & Data-Driven Language Access Services
- Advance Culturally Competent and Trusted Language Services





# Equip City Workforce to Deliver Language & Communications Access Services

**B**



# City-Wide Trainings

## Trainings Available:

- On-Demand Interpretation Training
- Accessible Events Training
- Standard Accommodations Training
- LCA 101 Training
- Unmasking: Introduction to Neurodiversity Training with Disabilities Commission

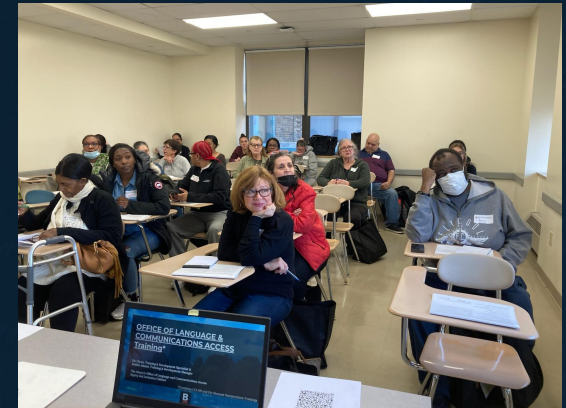


## External Trainings ~ Partnerships:

- Deaf Culture Training with Work Inc.
- Orientation to Space Training with Perkins School for the Blind
- Disability Language & Providing Guide Assistance: Perkins School for the Blind

## Trained workforce to date:

- 4,000+ employees have attended LCA trainings







# **Publish Dept. Language & Communications Access Plans**

**B**

# Departmental Language & Communications Access Plans

- Commitment to offering accessible services to City of Boston residents
- Departmental Plans include:
  - Vital documents
  - Recurring programs
  - Complaint forms
- Reviewed by Work Inc. to be screen reader accessible and partnered with Boston CBOs to review multilingual Departmental Plans

## MULTILINGUAL DEPARTMENTAL PLANS

English

- ▶ [Boston Police](#)
- ▶ [Black Male Advancement](#)
- ▶ [Boston 311](#)
- ▶ [Boston Fire](#)
- ▶ [Disabilities Commission](#)
- ▶ [Elections](#)
- ▶ [Emergency Management](#)
- ▶ [Fair Housing and Equity](#)
- ▶ [Human Rights Commission](#)
- ▶ [LGBTQ+ Advancement](#)
- ▶ [Mayor's Communications Office](#)
- ▶ [Mayor's Office of Housing](#)
- ▶ [Mayor's Office for Immigrant Advancement](#)
- ▶ [Mayor's Office of Women's Advancement](#)
- ▶ [Office of Civic Organizing](#)
- ▶ [Office of Food Justice](#)
- ▶ [Office of Language and Communications Access](#)
- ▶ [Office of Neighborhood Services](#)
- ▶ [Office of Police Accountability and Transparency](#)
- ▶ [Treasury-Collecting Division](#)

## MULTILINGUAL DEPARTMENTAL PLANS

English

Arabic / العربية

Cabo Verdean Creole / Kriolu

Spanish/ Español

French/ Français

Haitian Creole/ Kreyòl Ayisyen

# BPD Departmental Plan



## Boston Police Language and Communications Access Plan (LCAP)<sup>1</sup>

### INTRODUCTION

The Boston Police Department (BPD) is dedicated to working in partnership with the community to fight crime, reduce fear and improve the quality of life in our neighborhoods. Our Mission is Community Policing.

### PURPOSE

The Boston Police Department (BPD) has prepared this Language and Communications Access Plan (LCAP) to define the protocol and procedures taken by BPD to ensure meaningful and universal access to BPD services, programs, and activities on the part of persons who identify as speaking a Language other than English and/or persons with a disability.

### Definition of Persons who speak a Language other than English (LOTE)

Persons who have a limited ability to read, write, speak, or understand English and may be entitled to language assistance with a particular type of service, benefit, or encounter.<sup>2</sup>

### Definition of Persons with a Disability

Persons with a disability are persons who have a physical or mental impairment that substantially limits one or more life activities. A major life activity may include, but is not limited to, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating, and working.

<sup>1</sup> We are continuously working to ensure all aspects of the departments are accessible and we are continuously working on accessibility with all departments. If you have any questions or feedback on any areas of this departmental plan, please contact: [LCAP@bostonpolice.org](mailto:LCAP@bostonpolice.org)

<sup>2</sup> **Language Other than English Clause:** While we understand that the term Limited English Proficiency (LEP) is used by HUD, this policy instead adopts the use of the term Language other than English (LOTE).



## (2) Programs or services most likely to be used by individuals who are LOTE and or have a disability

The table below outlines the departments' divisions and their programs and services who are most likely to come in contact with persons who identify as LOTE or persons with disability.

Division	Programs
<b>Office of the Police Commissioner</b>	Each of the Department's eight bureaus has assigned a bureau liaison to work with the Mayor's Office of Language and Communications Access  A Commissioner's Memorandum was issued that outlines the steps employees can take to access the language line and remote video interpretation as well as a digital image of a language identification card that can be saved on Department phones and used in the field
<b>Office of Media Relations</b>	<ul style="list-style-type: none"><li>Community Alerts</li><li>Safety Bulletins</li><li>Crime statistics<ul style="list-style-type: none"><li>Website has google translate, social media accounts can be accessed with customized language settings by constituents</li></ul></li></ul>
<b>Bureau of Professional Standards</b>	<ul style="list-style-type: none"><li>Investigate Complaints against police officers and civilian employed<ul style="list-style-type: none"><li>Have access to the language line and as well as in-person court-certified interpreters as needed for interviews</li></ul></li></ul>
<b>Bureau of Field Services:</b>	<ul style="list-style-type: none"><li>District Stations: Over-the-phone interpretation &amp; Video Remote Interpretation Services at the front desks and by police officers on the street responding to calls for service or on-site interaction with constituents.</li><li>Community Service Offices run programs and events where accommodations can be accessed</li></ul>
<b>Bureau of Investigative Services:</b>	<ul style="list-style-type: none"><li>Investigators and advocates have access to the</li></ul>



## (5) Vital Documents

In 2023, the Boston Police Department began reviewing the forms, letters, and documents used in the administration of its programs and identifying those documents considered vital. The Boston Police Department will translate vital documents as resources permit. Vital Documents that are not yet translated will include a multilingual Rabel Notice. This notice provides constituents with contact information to request a translation free of charge. View our vital documents below:

Vital Documents List*		
Document Title	Translations	Accessible formats available:
<b>Abuse Law Card</b> - This document contains an explanation of the Abuse Law, including contact information for resources.	<ul style="list-style-type: none"><li>English</li><li>Spanish/Spanish</li><li>Kreyòl ayisyen / Haitian Creole</li><li>普通话 / Traditional Chinese</li><li>Tiếng Việt / Vietnamese</li><li>Kriol / Cabo Verdean Creole</li><li>Français/French</li><li>Af Soomaali/Somali</li><li>普通话 / Simplified Chinese</li><li>Português / Brazilian Portuguese</li><li>Русский / Russian</li><li>العربية/Arabic</li></ul>	<ul style="list-style-type: none"><li>Large Print<ul style="list-style-type: none"><li>Front</li><li>Back</li></ul></li></ul>
<b>Be Safe Brochure</b> - This document lists information regarding police response to domestic violence and services available	<ul style="list-style-type: none"><li>English</li><li>Spanish/Spanish</li><li>Kreyòl ayisyen / Haitian Creole</li><li>普通话 / Traditional Chinese</li><li>Tiếng Việt / Vietnamese</li><li>Kriol / Cabo Verdean Creole</li><li>Français/French</li><li>Af Soomaali/Somali</li><li>普通话 / Simplified Chinese</li><li>Português / Brazilian Portuguese</li><li>Русский / Russian</li><li>العربية/Arabic</li></ul>	<ul style="list-style-type: none"><li>Large Print</li></ul>
<b>Juvenile Miranda Form</b> - This document lists Miranda rights for juveniles when arrested.	<ul style="list-style-type: none"><li>English</li><li>Spanish/Spanish</li><li>Kreyòl ayisyen / Haitian Creole</li><li>普通话 / Traditional Chinese</li><li>Tiếng Việt / Vietnamese</li><li>Kriol / Cabo Verdean Creole</li><li>Français/French</li></ul>	<ul style="list-style-type: none"><li>Large Print</li></ul>



# LCA Specialists Impact on DP

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**Felida Milhomme**

LCA Specialist



**David Alvarado**

LCA Specialist



**Neftali Reynoso**

LCA ARPA Senior Specialist

- 1+ year of working alongside departments to complete Departmental Plans
- Identify critical and vital programs/events/services/documents
- Identify gaps in accessibility, create accessibility plans, carry out implementation plans (trainings, accommodations, communication & engagement efforts etc.) & identify equipment/technology need
- Compliance Phase: Quarterly/bimonthly check ins to discuss compliance to Departmental Plans, challenges, and new areas of support!

# Departmental Plans Highlights

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- **OEM:** [Emergency Alerts](#) related to weather, Boston Marathon & more issued in 11 languages. Alerts sent via text & email.
- **BFD:** Bed-shaker installations done with ASL interpretation via handheld device - Boston Fire purchased these iPads themselves
- **BPD:** All District Offices provide video remote interpretation through iPads
- **CPWD:** Accessible parking space applications available in 11 languages
- **311:** Multilingual app to file requests & 24/7 call center able to provide interpretation
- **OCO:** The City Hall On the Go Truck is equipped with iPads to provide on-demand interpretation services
- **City Clerk:** Public Notice Board - Notice of Accommodations imbedded in the website for all public meetings
- **Election:** Polling locations feature interpretation, multilingual staff and accommodation assistance via iPads, multilingual designs for ballot boxes



**Execute Accessible Services, Ensure Community  
Participation & Awareness**

**B**



# Accessible Services, Programming and Events

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**BPD We Belong Leadership Program**



**BPHC Flu & Vaccine Clinics**



**Boston Gives Back**

# Outreach & Engagement

- Community Based Organizations, Ethnic Media, External & Internal Partners List - available to all departments for outreach
- Strong partnerships & presentations to CBOs around rights to language services
- Individual department outreach & engagement of communities
- Strong partnerships with Immigrant Advancement, Disabilities Commission, ONS, Cultural Affairs
- Posted signage, interpreter vests & paddles
- Multilingual outreach - via flyers, social media, and more
- Interpreters acting as multilingual support with wayfinding, in-language communication in addition to interpreting







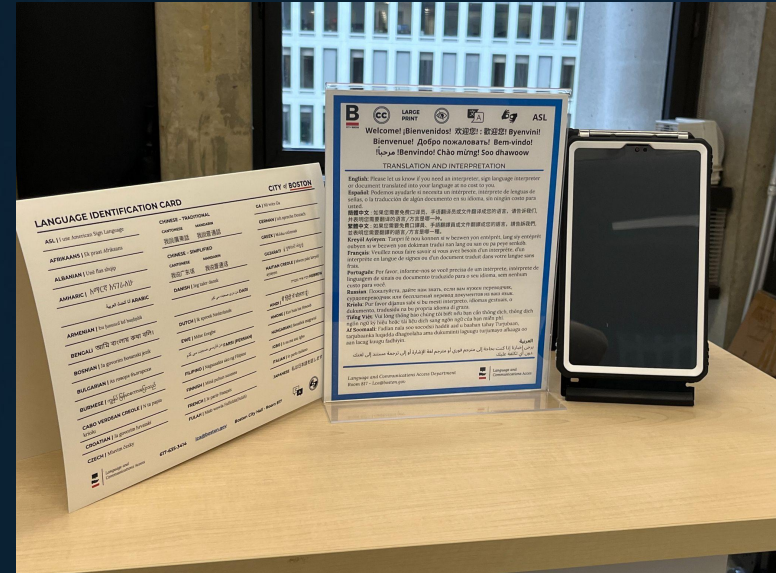
# Expand Technology & Data-Driven Language Access Services

**B**

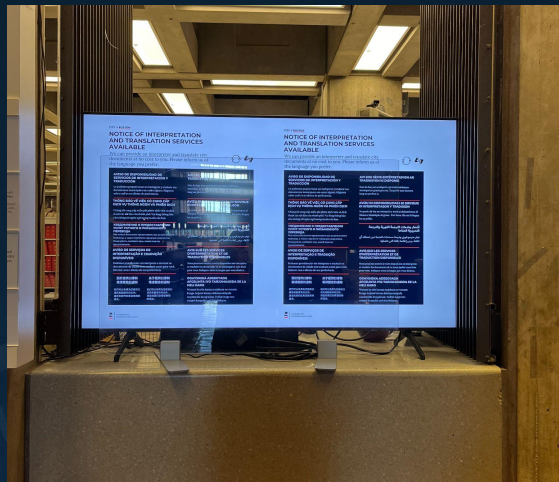


# Equipment, Technology & Materials

- iPad Short-Term & Long-Term Rentals
- Simultaneous Interpretation Equipment Short-Term & Long-Term Rentals
- TranslateLive
- Posters, Interpreter Vests & Paddles
- Standing KYR Signage for Language & Communications Access
- Language Identification Cards - Standing & Mobile

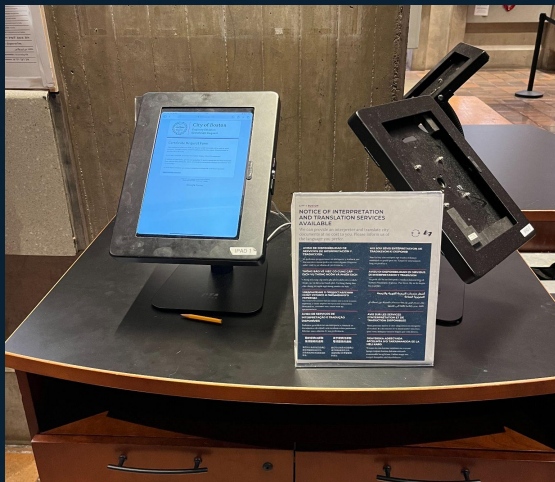


# Welcoming City Project



## Registry TV with Multilingual Signage & Wayfinding

- Posted signage visible to constituents to inform them of their rights to language services



## Registry Self-Service iPads with Pre-loaded Multilingual Forms

- Integration of language access & technology to support service-rendering by constituents

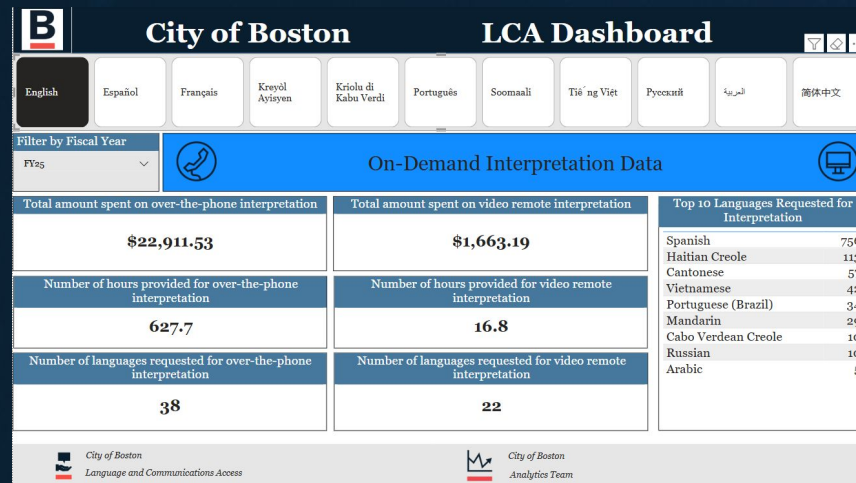


## Front-Facing On-Demand Interpretation Capabilities

- Appropriate signage of rights
- Technology to provide on-demand interpretation

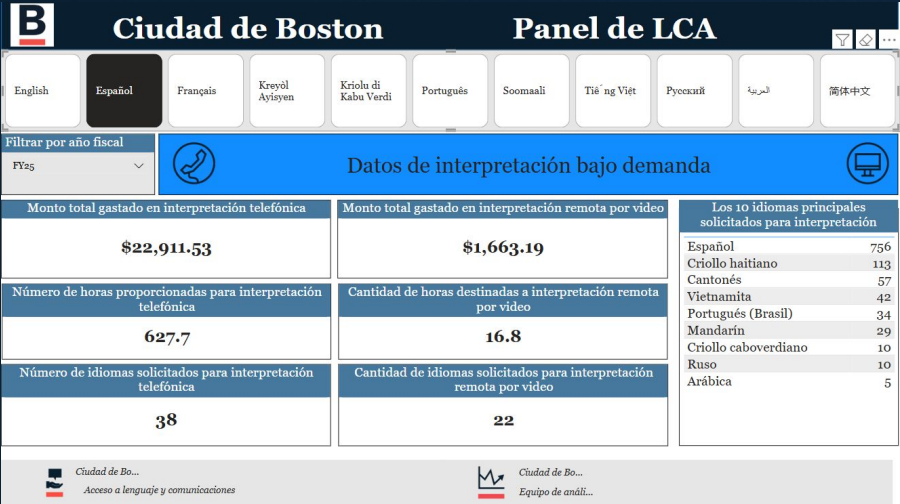
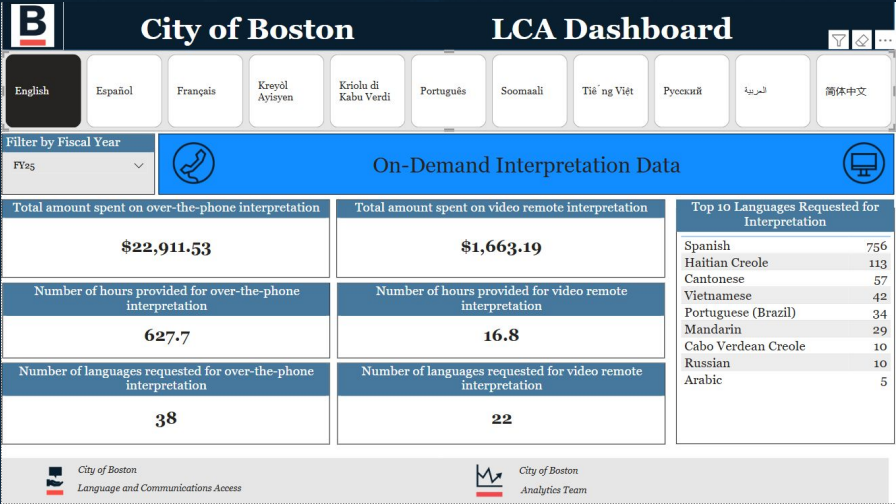
# Data Informed: Dashboards, Committees & Language Access Groups

- Dashboard: Data on acquired and provided accommodations and spending. Publishing Soon!
- Track policies that affect language & comms access within the different levels of government
- Steering Committee Members of the Municipal Language Access Network
- Sit on multiple groups related to:
  - AI in Language Access
  - Members of the American Translators Association
  - Federal Government Language Access
  - Metropolitan Area Planning Council: Language Access
  - Cities and Counties for Citizenship (CC4C)





# Dashboard: Over the Phone & Video Remote Interpretation Services (Multilingual, Screen Reader Accessible)





# Advance Culturally Competent and Trusted Language Services

**B**



# Vendors & Partnerships

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- Contracts with Community Based Organizations to provide cultural translation reviews for city-translated materials and give feedback to our contracted vendors to continuously keep improving translation work
- Robust feedback processes for departments to communicate with LCA & vendors regarding feedback that they receive from communities and constituents, as well as steps to continuously improve services
- Monthly meetings with vendors to discuss areas of strength, areas for improvement and more!
- Consult with Community Based Organizations on large initiatives or projects regarding accessibility



**LIONBRIDGE**





# Language Service Contracts

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- ASL/ CART Services
- Interpretation & Translations Services
- Project Management Supported Services for Large City Events with Interpretation & Translation Accessibility
- Community Based Organizations Cultural Competent Translation Review Services
- Over the Phone & Video Remote Interpretation



**LIONBRIDGE**

*language*  
**connections**





City of Boston  
*Equity and Inclusion*

# Mayor's Office of LGBTQ+ Advancement

## FY26 Budget

April 28, 2025





City of Boston  
LGBTQ+ Advancement



# Mission

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*The Mayor's Office of LGBTQ+ Advancement develops policies, community-oriented programming, and provides resources for the City's diverse LGBTQIA2S+ community.*





# FY25 MOLA Investments

## Beyond Pride Grants (\$150k)

- Application of grant requests totalling over >\$750,000
- 100k less than last year

## Family and Individual Legal Support Grant (\$100k)

- Money donated to MOLA from sibling departments MOWA, Fair Housing, and E&I Cabinet

## Narcan & LGBTQ Competency Trainings (\$10k)

## Name and Gender Marker Change Support (\$50k)

- Assist residents with legal name and gender marker changes

## Mayor's Youth Summit (\$15k)

- In partnership with OYEA



# LGBTQ Competency and Education

## Co-hosted resident trainings with key agencies

- BPD What is a Hate Crime
- MCAD LGBTQ protections
- AGO Civil Rights Division protections
- BPS Youth Town Hall
- MoH (forthcoming)

## Name Change Workshop with MTPC

## Chosen Name Functionality Access Boston

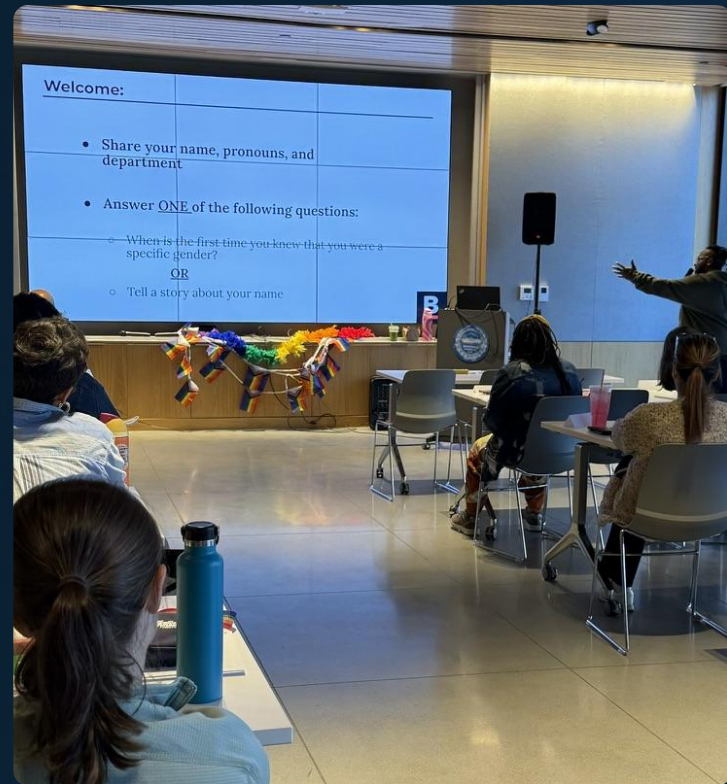
- Led by Do-IT, People Ops, & MOLA consulted

## LGBTQ Competency trainings

- Equity and Inclusion Academy
- City and State Agencies: MCAD, MBTA, BPD, etc.

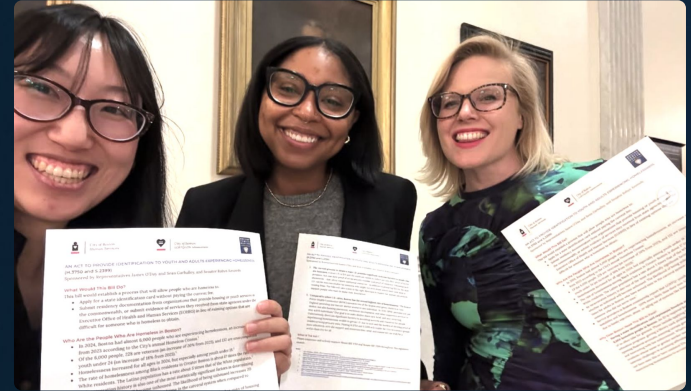
## LGBTQ 102 Initial Roll Out

- Combatting Anti-LGBTQ Disinformation and Rhetoric



# Increased Visibility and Collaboration

- Launch of MOLA Partner Network (70+ orgs)
- State of Our LGBTQ Youth ("SOOLY") (25+ orgs)
- Community Office Hours Launch
- Instituted a 24-48 response time to residents
- National Attendance at Creating Change 2025
- National Practitioners Group
- MOLA Attendance at over 75 events
  - Incl. TDOR, TDOV, LGBTQ Health Week
- **Social Media**
  - Improved views to 25.2k
  - Raised accounts reached by 362.1%





# New Resident Resources!

- **Guidebook on Navigating Discrimination**
  - In partnership with MCAD and Northeastern Capstone Program
  - Awarded Barry Bluestone Think and Do Award
- **LGBTQ Resources Hub**
  - Partnership with Do-it and BU Spark
  - City of Boston and open source versions



# Upcoming MOLA Events

- LGBTQIA2S+ Pride & Immigrant Heritage Month event
- City's Official Rainbow Flag Raising
- Partner Network celebration
- MOLA's Museum of Science Pride Party
- And more!





City of Boston  
*Equity and Inclusion*

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# Disabilities Commission

## FY26 Budget

April 28, 2025







# Mission

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*The City of Boston Disability Commission strives to increase opportunities for people with disabilities by facilitating full & equal participation in all aspects of life in the City of Boston.*

*This includes reducing architectural, procedural, attitudinal, and communication barriers, as well as promoting access & inclusion in housing, education, employment, transportation, and civic activities.*

*Our office works toward compliance with Title II of the ADA. We also provide information and referral, architectural access review, training, and advocacy on disability issues.*

# FY25 Accomplishments

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*We accomplished a lot of our goals to improve disability accessibility and inclusion in FY25. We will continue this work throughout FY26.*

## **Training & Technical Assistance**

Created & uploaded evergreen trainings on our YouTube channel; participated in E&I Academy; held 20+ live trainings for City agencies & staff between October 2023 - March 2025

## **Pedestrian Access & Safety**

Coordinated with the Streets Cabinet on curb ramp repair and construction, outdoor dining access, configuration of bike lanes, and installation of audio pedestrian signals (APS)

## **Architectural Access**

Contributed to new PFD standards for public construction; coordinated with PMD on City Hall accessibility updates; had regular collaboration with the Parks Department, Planning Department, Streets Cabinet, Libraries, MOH, and others

## **On-Street Accessible Parking**

Processed 200+ new applications for residential HP-DV signs, 48 renewals, 8 organizations, & 10 community spaces placed in multiple neighborhoods at public buildings including BCYF Centers, BPL branch libraries, post offices, churches, & more

# FY26 Goals

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## ADA Transition Plan

Complete our updated ADA Transition Plan utilizing existing City of Boston data sources, and publish this new dynamic and interactive plan on the City of Boston website.

## Digital Accessibility

Work with DoIT to embed digital access on the City of Boston website, including OHR Hiring Portal. Create systemic accessibility for digital assets across all City of Boston Departments.

## ADA Compliance and Training

- Provide more in-depth training for City staff in ADA Title II Compliance, specifically in providing reasonable accommodations and modifications to policies & procedures.
- Produce expanded tools on disability access and accommodations, including: checklists, slide decks, one-pagers, and videos as resources for City of Boston Departments.
- Launch our new *Disability Inclusion Trained Business Program*, which provides a decal for businesses & restaurants to place in their window once they complete our training.



# Maintenance Budget

\$916,047



## ADA Day

Signature event. FY26 will include the 35th anniversary of this important civil rights law



## Community Engagement

Events (ADA Day, Civic Engagement Day, Disability Community Forum); pedestrian safety; info & referrals



## Staff

The bulk of our work is accomplished through staff time  
- Architectural Access Review, OSAP program, ADA compliance trainings

This 2.5% reduction in spending is a small reduction that primarily reflects sunsetting special projects while maintaining core ADA compliance work and constituent services.

INSPIRED BY A PUBLIC SCHOOL STUDENT WITH DISABILITIES



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Clearing a path for people with disabilities clears a path for everyone!



City of Boston  
*Equity and Inclusion*

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# Human Rights Commission

## FY26 Budget

April 28, 2025





# Human Rights Commission

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## Highlights of FY25 Spending:

### Agency Consultants

Contracted with Agency Design to help our team reimagine what the Human Rights Commission should look like in the current day.

### Grant support for MOLA

Used funding for an allocation towards MOLA's Family and Individual Legal grant