

January 7, 2022

VIA ONLINE PORTAL AND EMAIL

Re: Public Record Request from Lawyers for Civil Rights

Shawn Williams
Records Access Officer
City of Boston
1 City Hall Square, Room 615
Boston, MA 02201
Shawn.williams@boston.gov

Dear RAO Williams:

This letter constitutes a request under the Public Records Law, G.L. c. 66, § 10, for public records in the custody of the Boston Water and Sewer Commission ("BWSC"). As used in this request, "record" and "records" are defined as in the Public Records Law; "Division" or "unit" refer to divisions within BWSC. Unless otherwise stated, the time period for which records are requested is January 1, 2018, to present day.

I hereby request copies of the following documents:

1. All records referring to, indicating or reflecting the overall demographics by gender and race of all employees of the BWSC, disaggregated by Division and/or Unit, and by job title, including but not limited to records reflecting who serves in any supervisory and/or management position.
2. All records referring to, indicating or reflecting the overall demographics by gender and race of all employees of the BWSC, disaggregated by whether employees work primarily on water issues or on sewer issues, including but not limited to records reflecting who serves in any supervisory and/or management positions.
3. All records drafted, used, or referenced to create employee training for diversity, cultural competency, and/or implicit bias, including, but not limited to, information regarding the various facilitators and/or companies that facilitate the trainings.
4. All records pertaining to BWSC's diversity, equity, and inclusion initiatives and/or goals, including, but not limited to, BWSC trainings, recruitment, hiring, promoting and/or retention of BWSC employees.
5. All records pertaining to the October 22, 2018, contract awarded to Conditioning Leaders, including, but not limited to, a copy of Contract 18-201-010.
6. All internal reports conducted by Conditioning Leaders including, but not limited to, a copy of the Boston Water and Sewer Commission Diversity Cultural Assessment Report entitled

7. All records pertaining to language access, including, but not limited to, 1) the department's Language Access Plan (LAP); 2) all vendors used for translation and interpretation services and 3) all policies and procedures pertaining to requests for and the provision of translation and interpretation into languages other than English.
8. The most recent BWSC organizational chart.

As this request involves a matter of public concern, we ask that all fees associated with this request be waived pursuant to 950 C.M.R. 32.06(5). The purpose of this request is to gain information about the diversity of a public agency and its efforts to ensure diversity, equity, and inclusion across personnel and policy. The information will not be used for any commercial purpose. If the waiver is denied and you expect the fee to exceed \$10.00, please provide a detailed fee estimate.

The Public Records Law requires that you comply with this request within 10 days following receipt. If your response to any portion of the request is that any record or portion of it is not public, please set forth in writing the specific reasons for such denial, including which specific exemption you believe applies.

I can be reached at the contact information below with any questions or concerns regarding this request. Thank you for your time and attention to this request.

Sincerely,

Sara L. Wilson, Esq.
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(781) 627-5119
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cc:

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