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DAILY NEWS

SUNDAY, JANUARY 12, 2025 | METROWESTDAILYNEWS.COM

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Final farewell - remembering influential people who died in 2024

A PRINT-ONLY SUBSCRIBER-EXCLUSIVE SPECIAL SECTION

‘Expand our reach’



JP Gallagher, co-owner of Lost Shoe Brewing Company in Marlborough, has been elected president of the Mass. Brewers Guild. DAILY NEWS AND WICKED LOCAL STAFF PHOTO/ART ILLMAN

Marlborough brewer takes over as guild president

Norman Miller The MetroWest Daily News | USA TODAY NETWORK

JP Gallagher takes over as president of the Massachusetts Brewers Guild at a time of flux for the industry. • Gallagher, who founded Lost Shoe Brewing and Roasting Company in Marlborough with his wife, Melynda, in 2019, is leading the organization after a difficult 2024. • “It was a tough year,” he agreed during an interview with the Daily News. “I think we had as many closures as openings. We also saw some mergers and acquisitions.”

See BREWER, Page 2A

Acquisitions included
Jack’s Abby Craft
Lagers taking over
Wormtown Brewery of
Worcester and Night
Shift Brewing Company
of Everett and Boston.
Recent closures
included Redemption
Rock Brewing Company
in Worcester and
Cambridge Brewing
Company.

SJC ruled for and against state’s MTBA zoning law

Hannah Morse
The Patriot Ledger | USA TODAY NETWORK

The state Attorney General and the town of Milton have emerged partially victorious in a ruling from the state’s highest court.

Towns and cities that were required to create zoning for multifamily housing near public transportation will still be subject to the law. But the state must redo the guidelines that make the law enforceable.

The Massachusetts Supreme Judicial Court released its ruling Wednesday that said the MBTA Communities Act is constitutional and Attorney General Andrea Campbell had the authority to enforce the 2021 law.

But the state’s highest court sided with the town’s argument that the law’s guidelines, which included deadlines by which communities had to pass zoning rules or face repercussions, did not go through the proper public process and therefore are rendered

See ZONING, Page 3A

TRUMP’S REELECTION AND THE WORKFORCE

Why women of color are fearful

Deidre Montague
Boston University Statehouse Program

Vice President Kamala Harris’ loss in November’s presidential election amounted to the opening of an old wound for many people of color, especially Black women.

Some say that no matter how many accolades, accomplishments or professional experiences they have, there is always the possibility they will not get the dream job or promotion for which they have worked so hard, because a less qualified white person can be picked over them.

Delaney Andrea Delaney, of the Delaney Policy Group, a Black-owned Boston lobbying firm, said she has been regularly confronted by racism and sexism while working as a contract

See FEARFUL, Page 2A



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JP Gallagher, co-owner of Lost Shoe Brewing Company in Marlborough, said brewery taprooms need to be about more than beer. “It’s really hard to just exist and expect people to come out,” he said. Gallagher is serving as president of the Mass. Brewers Guild. DAILY NEWS AND WICKED LOCAL STAFF PHOTO/ART ILLMAN

Brewer

Continued from Page 1A

According to the Brewers Guild’s data partner, Mass. Brew Brothers, there are currently 232 breweries in the state. During 2024, 17 breweries closed and 17 opened. There were also three mergers and four acquisitions.

Acquisitions included Jack’s Abby Craft Lagers taking over Wormtown Brewery of Worcester and Night Shift Brewing Company of Everett and Boston. Recent closures included Redemption Rock Brewing Company in Worcester and Cambridge Brewing Company.

Gallagher, who was previously the guild’s vice president, expects to see more of the same in 2025.

“I know there are some brewers planning on opening this year, and I would not be surprised to see some breweries closed,” he said.

Younger people are drinking less beer; how do breweries respond?

Gallagher said the biggest issue is that younger people are drinking less than in the past. That trend will force breweries to work in different ways.

“We have to try to tap into different target markets and to expand our reach,” he said.

Sarah Lee, director of people operations and hospitality at Jack’s Abby, was elected to a second term on the Mass. Brewers Guild board. She said the combination of the younger people drinking less alcohol and taprooms not fully recovering (from the pandemic) have made things tougher.

“Breweries have to figure out new ways to be creative and to make beer an even more friendly and inclusive environment,” said Lee. “Breweries really act

as community spaces. That doesn’t mean just for people who are drinking. Breweries are starting to offer a variety of non-alcoholic beverages to give something to everyone who wants to come to the space.”

Gallagher said brewery taprooms need to be about more than beer.

“It’s really hard to just exist and expect people to come out,” he said. “I’m seeing a lot more breweries being involved in their communities. I’m seeing a lot more events, giving people a reason to go out. I think people, in general, want to go out and do something, whether it’s going to see live music or a show. Breweries can offer that.”

Gallagher says key is ensuring Legislature ‘includes’ breweries in policy

The Mass. Brewers Guild works to protect the interest of the craft beer industry in state government.

This year, Gallagher said, the guild is working to try to get the Legislature to allow brewpubs to self-distribute their beer, similar to most breweries that have a farmers-brewers license.

He said the biggest job is to make sure the Legislature does not ignore beer when discussing issues involving other types of alcohol, including wine and spirits.

“We want to make sure they’re including breweries when it comes to certain changes,” Gallagher said. “So often, we’re not part of the conversations. We’re just trying to make sure we’re always part of the conversations.”

Norman Miller can be reached at 508-626-3823 or nmiller@wickedlocal.com. For up-to-date news, follow him on X @Norman_MillerMW or on Facebook at facebook.com/Norman-MillerCrime.

Fearful

Continued from Page 1A

lobbyist at the State House and Boston City Hall for a range of clients.

She said sometimes it shows itself in the form of being ignored or treated with condescension.

“Some people have a hard time acknowledging that someone like me has the right and the ability to affect policy change; it’s like a game of chess,” Delaney said. “Some pieces have the privilege of starting off as queens or knights or bishops. Sometimes you start as a pawn and have to make your way across the chessboard to elevate yourself to be a queen.”

An estimated lifetime earnings gap of nearly \$1 million

According to Jocelyn Frye, a former senior fellow at the Center for American Progress, a Black woman working full time all year in the U.S. must work well into the following year to earn what a white male earns in a year.

In 2017, Black women earned 61 cents for every dollar earned by white men, amounting to \$23,653 less in earnings over a year. For a 40-year career, this becomes a lifetime earnings gap of \$946,120 between Black women and white men.

A 2020 report, “The State of Black Women in Corporate America, by Lean In, a San Francisco organization that works to create an equal world, found that “for every 100 men promoted to manager, only 58 women are promoted,” despite the fact that Black women ask for promotions at the same rate as men. In addition, the report found, “for every 100 men hired into manager roles, only 64 Black women are hired — which means there are fewer Black women to promote at every subsequent level and the representation gap keeps getting wider.”

The report also found that Black women’s accomplishments are often attributed to factors not in her control, such as affirmative action, others helping her out, or by luck or whim. It found when colleagues say things like “she only got the promotion because she is Black” or “She was lucky to close that sale,” it supports negative stereotypes of Black women being less talented and competent than their colleagues. And when these things are not disputed in the workplace, Black women do not receive the credit they rightly deserve.

“Race and racism create specific, unique challenges for women of color that are too easily ignored with broad platitudes that seek to advance women’s representation without questioning which women are most likely to benefit,” according to Adia Harvey Wingfield, a professor of sociology at Washington University in St. Louis.

Women of color are often losing out even when companies place a focus on gender diversity, unless they also include race as a primary factor, she wrote.

NYU researchers: Project 2025 contains several anti-DEI proposals

With the recent re-election of President-elect Donald Trump, some Black women and women of color have expressed concern that racism and sexism will become more prevalent in the workplace.

Near the end of his first term, Trump issued an executive order that would have banned federal contractors from taking part in “divisive” diversity, equity and inclusion training, according to three members of the Meltzer Center for Diversity, Inclusion and Belonging at New York University.

It was revoked when President Joe Biden took office.

But the authors, Kenji Yoshino, David

Glasgow and Christina Joseph, note that the Project 2025 report prepared by the Heritage Foundation — and authors now nominated to key posts in the new Trump administration — has several anti-DEI proposals.

Plans include “abolishing DEI offices and staff within the federal government; rescinding another executive order that requires federal contractors to ensure equal opportunity; taking enforcement action against organizations that engage in “racial classifications and quotas” or “DEI trainings that promote critical race theory”; and amending anti-discrimination law to remove “disparate impact” liability — a change that would make it impossible to challenge policies that appear neutral but have a significant discriminatory effect — such as unnecessary hiring tests that disproportionately screen out women and people of color.”

The authors also wrote that while Trump distanced himself from Project 2025 during the recent campaign, he could face pressure from the conservative movement to implement these items when he takes office.

Delaney said that she thinks the Trump administration will allow some people to act publicly the way they feel in private.

“The disrespect might become more visible, but it wasn’t created by the recent election,” she said. “The way to combat it is to acknowledge that racism and sexism are there in the workplace, but to not allow their existence to distract you from your goals and mission. The purpose of that kind of racism is to make us want to voluntarily surrender our rights. We can’t let that happen.”

Diversity strategist: ‘It’s about to be really dark’

Malia Lazu, a Boston-based veteran strategist in diversity and inclusion, said women, especially women of color and Black women, should be fearful for their safety and that Trump’s re-election will bring a deep and dark effect to the workforce.

“When I think about women in the workplace, while it’s a holistic effect, I think you can look at it (in) a few categories: Are women safe to work? The second being, are we working in environments in which we can get ahead; are we working in a place where we can become manager someday, or an executive someday — if that’s what we want to do — and then are we getting paid equally for that?”

“And I think for those three — and maybe there’s other reasons why we work, but I think for those three — it’s about to be really dark,” she said.

Lazu can remember when women working in offices would share with one another which bosses to avoid having meetings alone with or work late with, since there would be no recourse.

“(Trump) is a convicted sex offender, and he’s hired and appointed a bunch of sex offenders,” Lazu said. “So I think women’s safety everywhere — but especially at work, where there’s power dynamics, where you need to make money — I think that’s going to be not good ... if you’re a woman, I think you should be really concerned with your chances of continuing to move up and lastly, equal pay.”

She added that for Black women and women of color, supporting one another in community will be how they survive in the workforce.

“I think as women, 92% of Black women voted for Kamala, we need to surround ourselves with women who want other women to succeed with non-traditional women,” Lazu said. “With women who aren’t so bought into the system of white supremacy, but I think this is going to have a deep and dark effect in corporate America.”



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Plenty of sunshine

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TUESDAY 32° to 37° 20° to 25°

Partly sunny and colder

RF: 23° to 28° / 8° to 13°

WEDNESDAY 29° to 34° 11° to 16°

Partly sunny

RF: 20° to 25° / 8° to 13°

THURSDAY 24° to 29° 15° to 20°

Thickening clouds

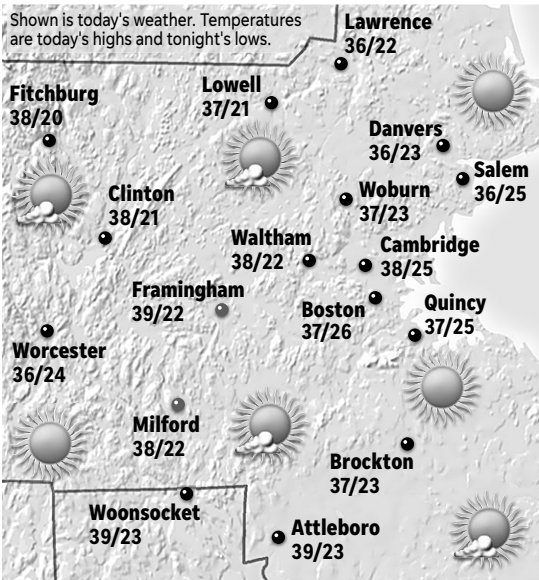
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