



*Original artwork by CMS student, Olivia*

## Quote from a Current Student

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*"There have been many times where I have been the only Black student in the class. I remember being in English class and they were talking about slavery in a video, and I felt so uncomfortable because I'm the only black person there. At the end of the video, my teacher was like "okay, well, Joseph how do you feel about that- about the video? I would have loved to speak about it but I just felt so put on the spot and felt so isolated because I knew no one would understand what I would have truly said and I can't look at my black friends and say what I want to say because I am in a class full of white people. I didn't feel a connection; like they would truly get it."*

*--- Joseph Vann, Class of 2021*

## Strategic Objective: Inclusive Culture

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Create a collaborative and inclusive culture in the schools and community that values diversity and recognizes the contributions and uniqueness of each learner

# Five Strategic Initiatives

- 3.1 Develop a shared Community understanding of what diversity means in the Concord and Concord-Carlisle Public School and develop district procedures for applying this understanding to our work
- 3.2 Implement and expand ongoing professional development for all staff with a focus on cultural proficiency and inclusive practices to meet the individual learning needs of each student
- 3.3 Increase culturally responsive curriculum and students' knowledge and understanding of a wide variety of perspectives and learning styles
- 3.4 Continue to actively recruit and maintain a diverse staff in the district
- 3.5 Partner with students and families from Boston to increase opportunities for them, as members of the community, to participate in the schools and Concord community.

## 3.1 Shared Understanding

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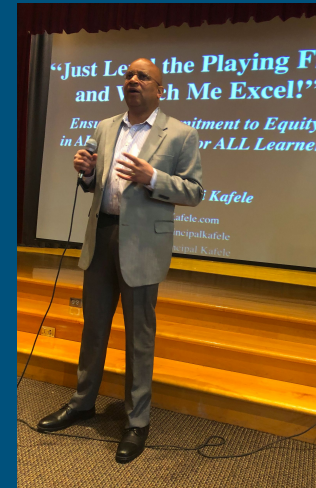
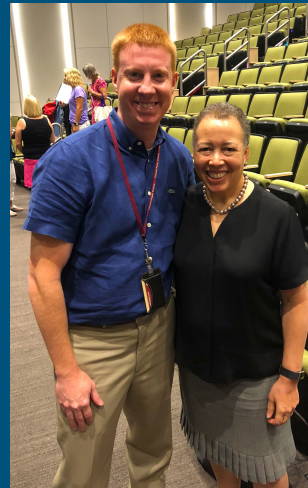
“We strive to be a more culturally competent community. We support our diversity of race, gender, religion, national origin, gender identity, color, ancestry, sexual orientation, and ability. By our choices and actions, we promote all members to feel recognized, respected, and valued. We have set our intention to be responsive, proactive, and empathetic to all facets of culture and diversity. The goal of continuously developing our cultural competency is that it will enable our students to develop the values, skills, and behaviors needed to effectively interact in a culturally diverse community, both locally and globally.”

*preK - 12 Cultural Competency Committee, 2017-2018*

## 3.2 Professional Development

During the 2018-2019 school year through the support of the Concord Education Fund, three keynote speakers brought messages of cultural competency in the classroom:

- Dr. Beverly Daniel Tatum: renown author of *"Why Are All the Black Kids Sitting Together in the Cafeteria?" and Other Conversations About Race*
- Principal Baruti Kafele: urban educator, author, and leadership expert focused on the success of at-risk students and Black males
- Dr. Derrick Gay: International consultant on issues of diversity, cultural competency, and global citizenship



Other professional development : over 20 courses offered, over 500 educators served

Cultural Competency PD  
Report (Jan.2020)

## 3.3 Culturally Responsive Curriculum

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**Cultural Competency Audit for 2020-2021 school year (Kingston Bay Group and/or METCO Inc)**

**Revamp K - 12 social studies curriculum, especially Grade 2, Grade 5, Grade 8 and Grade 10**

**Social Emotional Curriculum addresses culture and how to have safe conversations (Open Circle, homeBASE, Advisory)**

**Review and stock our libraries and classroom libraries with diverse books by diverse set of authors so that every child feels represented**

## 3.4 Diverse Staff

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*“One of the most powerful supports a school can give a student of color is a teacher of color. Understanding the experiences of teachers of color is crucial. Retaining these educators from one year to the next requires superintendents and principals to be intentionally inclusive, to hold high expectations for all staff, to provide excellent training and support, and to actively appreciate the extra mentoring and support work that teachers of color often do” (Leah Shafer, Harvard Graduate School of Education, *The Experiences of Teachers of Color*, 2018)*

### Hiring and Mentoring

- District-level Hiring Committee

### Partnerships

- [NABSE](#) The National Alliance of Black School Educators
- [NEMNET](#) The New England Minority Network
- [HANDSHAKE](#) More than 200,000 employers use Handshake to find qualified students for a variety of jobs and internships



## 3.5 Student Engagement

*"This is the time where the youth needs to absorb anti-racism materials so that we can prevent these examples of racism from happening. We need to teach our youth so they can learn." --- Kalise Wynter, Class of 2021*

*\*New for the 2020-2021 School Year*

- Open Circle Curriculum
- Annual EDCO/IDEAS Student Leadership Conference
- Celtics Playbook
- RISE Club (Race, Identity, Social, Empowerment)
- ADL Three-Day Peer Training Program
- \* Intersections Club
- \* Black Student Union
- \* Unified Arts Initiative
- \* Roundtable Discussions
- \* Raising the Bar



## 3.6 Community Engagement

*Promoting a welcoming community and advancing dialogue on race, equity and anti-racism efforts in our schools and in the community.*

- Community screening of *On The Line: Where Sacrifice Begins* with film producer and METCO Alum, Mike Mascoll
- Concord-Carlisle Human Rights Council Annual Dr. Martin Luther King Jr. Celebration; Keynote, Ron Jones
- Parent Trainings, “How to Talk About Race?”
- Multicultural Food Festival
- Celtics Playbook Initiative for community leaders, parents and teachers
- Dr. Paula Martin, instructor of the annual “Can We Talk?” series, Concord Carlisle Adult and Community Education (CCACE)
- Mr. Joy
- Intersections Club WIQH Radio segment called “Cue the Culture”

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**CONCORD**  
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**NATICK**  
Wilson Middle School  
MAR 10 at 6PM

**HINGHAM**  
Hingham High School  
MAR 12 at 7PM

**NORWOOD**  
HOSTED BY WESTWOOD HIGH SCHOOL  
AT THE NORWOOD THEATRE  
Westwood High School  
at Norwood Theatre  
MAR 16 at 7PM

Presenting Partners:  
METCO Natick Westwood Public Schools

**“CURRENTS OF URGENCY”**  
RUN THROUGH THAT EXHORTS US TO PAY ATTENTION.”  
- The Boston Globe

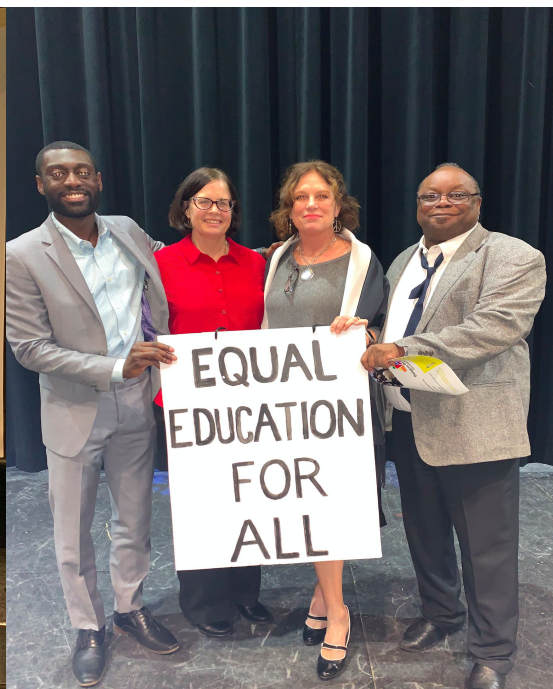
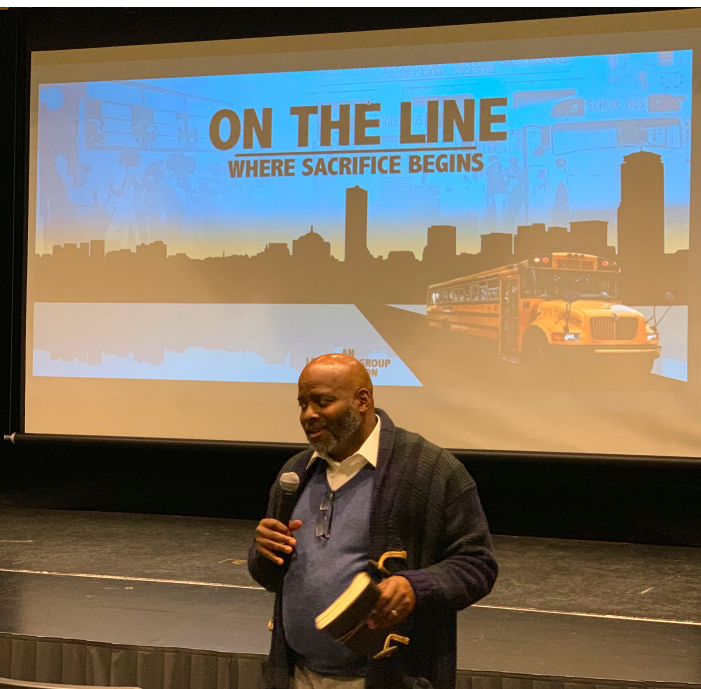
A poignant story of class,  
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# Questions?

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