

## CCRSC/CSC DEI Subcommittee meeting 9/8/21

Hybrid Meeting (Zoom & Ripley Conf. Rm. 4)

Sept 8, 2021

Present: Sara Wilson, CCSC  
Tracey Marano, CSC; CCSC  
Fatima Mezdad, CSC; CCSC

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD

### I. CALL TO ORDER & ROLL CALL

Ms. Wilson called the meeting to order at 11:38 AM. Roll call attendance was taken: Marano, aye; Mezdad, aye; Wilson, aye.

### II DISCUSSION/ACTION ITEMS

Discussion of charge. Ms. Marano read and submitted a draft charge created by Mr. Booth (CSC/CCSC):

**The School Committee Subcommittee on Diversity, Equity & Inclusion will** inform and advise the School Committees on how to best meet the districts' DEI goals and objectives through policy, budget, and engagement with the Superintendent of Schools. It will report to the School Committee quarterly, providing well-informed recommendations for policy and budget with emphasis on how the Committees may effect change. Particular attention will be devoted to a greater understanding by the School Committee as to quantitative and qualitative measures used to guide District efforts and monitor progress. In addition, it will guide efforts within the School Committee to ensure that its members more fully recognize and understand underlying causes of under-achievement and systemic discrimination and their role and responsibility as elected educational leaders.

Group agreed this was a good starting point and agreed to review in depth later.

Organization: Ms. Mezdad nominated Ms. Marano as Chair of subcommittee, Ms. Wilson seconded, vote taken, Marano, aye; Mezdad, aye; Wilson, aye.

Practices: Ms. Wilson suggested starting with a deep dive into policy and how DEI efforts are related to school committee policies and school handbooks.

Ms. Marano considers the subcommittee's role in the budget process, and will additional resources be needed.

Ms. Hunter asks the subcommittee to please be committed to ongoing commitment and engagement. Informs committee that Mr. Nyamekye is designing a data dashboard, details are coming.

Ms. Marano asked what data we have access to. Ms. Hunter replies that some past data, particularly about performance, can be useful, but also looking for more forward facing data.

Committee discussed groups they can interact with and how best to go about it. Discussed reaching out to different groups working on DEI and offering to participate when invited.

Ms. Mezdad asked if DEI PD needs its own budget line? This is something to look into.

Ms. Mezdad noted that she appreciated Mr. Nyamekye's feedback requests and suggested that SC dedicate one of its coffees (when they resume) to the issue of DEI.

The group decided to formally invite Mr. Nyamekye to the next meeting and will include him in the doodle poll for scheduling.

## **II. PUBLIC COMMENT**

Karlen Reed 83 Whits End Rd Concord: Asked what is the subcommittee's role in DEI related incidents at school. The committee followed with a brief discussion about how knowledge about incidents at the school might inform policy work.

MS. Reed also informed the committee that DEI is becoming a more regular part of other town committees' conversations, such as the CMLP who recently had a robust conversation related to DEI and suggested the committee be aware of other conversations happening in different departments around Concord.

## **III. ADJOURNMENT**

A motion to adjourn was made by Ms. Wilson, seconded by Ms. Mezdad. The motion was approved by all in favor, and the meeting adjourned at 12:09 AM.

Respectfully submitted,

Sara Wilson

Abbreviations:

|        |   |
|--------|---|
| CCHS   | Concord-Carlisle High School                        |
| CCRS   | Concord-Carlisle Regional School District           |
| CCSC   | Concord-Carlisle Regional District School Committee |
| CCTA   | Concord-Carlisle Teachers' Association              |
| CDC    | Center for Disease Control & Prevention             |
| CEF    | Concord Education Fund                              |
| CMLP   | Concord Municipal Light Plant                       |
| CMS    | Concord Middle School                               |
| CMSBC  | Concord Middle School Building Committee            |
| CPS    | Concord Public Schools                              |
| CSC    | Concord School Committee                            |
| E&D    | Excess and Deficiency                               |
| DEI    | Diversity, Equity and Inclusion                     |
| FINCOM | Finance Committee                                   |
| MDPH   | Massachusetts Department of Public Health           |
| OPEB   | Other Post-Employment Benefits                      |
| PD     | Professional Development                            |
| SC     | School Committee                                    |