

Present:

Tracey Marano, Chair, CSC; CCSC  
Sara Wilson, CCSC via Zoom  
Court Booth CSC; CCSC via Zoom

Present from Administration:

Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD  
Mr. Andrew Nyamekye, Director, DE&I

**I. CALL TO ORDER & ROLL CALL** Meeting opened 1:35pm, motion made by Mr. Booth, 2nd by Ms Wilson (both remotely attending through zoom), Tracey Marano in person.

**II DEI Director Update** Mr. Nyamekye gave an overview of the where the districts are in four areas:

- 1) Overall work this year
- 2) feedback/communications
- 3) Progress
- 4) Equity survey

He is excited to get to work in all schools meeting in person with students and staff to discuss resources, curriculum and insights to be involved in the work. Feedback has been overall very positive, with one teacher saying Mr. Nyamekye's work and the focus on DEI "makes me proud to work here." Right now there is a priority on educators of color mentor program, building out the DEI webpage and religious holiday work. One thing to include in the DEI page is how far we have come in addition to where we are going and to help connect the work with the educators and students. One student (junior, self-identified as white) advocated for African-American history class citing this as a void in the program of studies. Mr. Nyamekye is looking into under-representations of students of color in particular programs, such as the music program and AP classes. The Calculus project started this summer to address the latter issue and there are currently 2 MS teachers and one HS teacher who provide support outside of classroom hours to students in this program. Mr. Nyamekye also discussed looking into past racist incidents to understand takeaways that the districts can learn from. One incident involving a

student displaying a racist image during a Black History Month presentation has provided an opportunity to meet with the social studies department to discuss how to engage in difficult conversations about slavery and history.

Mr. Nyamekye presented the new DEI dashboard which is populated with data from the state/DESE accountability, but will also include Concord and CC specific information about incident reports, community sentiment, sense of belonging and student enrollment and outcomes. Ms. Marano asked if the dashboard would be on the website, Mr. Nyamekye replied that it would be and is intended to be accessible to everyone.

The committee and Mr. Nyamekye discussed the upcoming equity survey designed by outside consultants Dr. Kalise Wornum and Dr. Carroll Blake. Mr. Nyamekye stated that the survey will address racial equity issues and bring to the surface sentiments among our community members. Mr. Nyamekye hopes that by addressing one particular group (POC), other traditionally marginalized groups will feel a sense of advocacy too. The survey will be conducted in November. Ms. Marano asked about the preliminary report from the beta equity survey that the class of 2021 participated in, Mr. Nyameke said he recently received the results and that they will be available soon, also noting that the survey has been modified in response to feedback from the class that took it. Final report should be available Jan 24, 2022. Mr. Booth inquired about syncing up with town about the survey and about having more conversation about achievement disparities. Ms. Wilson asked if the survey work could inform any school committee policy work. Ms. Marano asked about training of SC members in DEI work and suggested partnering with other school committees. Mr. Booth discussed possible implicit bias work and learning about likely misses in DEI work. Mr. Nyamekye concluded by saying that he was pleased to see how engaged the districts' educators are in this work.

### **III. PUBLIC COMMENT**

Linda Escobedo 1783 Wedgewood Cmn asked what was meant by opening the survey to the whole town.

### **IV. ADJOURNMENT**

A motion to adjourn was made by Mr. Booth, seconded by Ms. Wilson. The motion was approved by all through roll call vote with all in favor, and the meeting adjourned at 2:40pm.

Respectfully submitted,

Sara Wilson

Abbreviations:

CCHS	Concord-Carlisle High School
CCRSD	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