

CCRSC/CSC DEI Subcommittee meeting 11/10

Remote Zoom Meeting

Nov 10 2021

Present: Tracey Marano, CSC; CCSC, DEI Subcommittee Chair
Sara Wilson, CCSC
Court Booth, CSC; CCSC

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD
Andrew Nyamekye, Director of DE&I
Kristin Herbert, Assistant Superintendent of Teaching & Learning

Guest: Dr. Paula Martin, Cultural Competency Consultant

I. CALL TO ORDER & ROLL CALL Ms. Marano called the meeting to order at 11:01 AM. Roll call attendance was taken: Marano, aye; Booth, aye; Wilson, aye.

II READING OF THE MINUTES: Ms. Wilson made a motion to accept the minutes from 9.8.21, Ms. Wilson aye, Ms. Marano, aye, Mr. Booth abstained since he was not in attendance for that meeting. Ms. Wilson made a motion to accept the minutes from 9.21.21, Ms. Marano, aye; Mr Booth, aye; Ms Wilson, aye.

III. MEETING NORMS AND ROLES: Ms. Marano reaffirmed the committee's intention to be a collaborative effort to support the schools and districts in DEI efforts. Ms. Marano discussed the work she and Mr. Nyamekye have been doing and thanked Mr. Nyamekye for his proactive and thoughtful leadership. She introduced Dr. Paula Martin, who has been a long time advisor to the districts, who will be working with the School Committee on their own DEI training.

IV. PAULA MARTIN Dr. Martin praised the districts for the work that has been done so far, but acknowledged that there is much more to do on this journey. She led the group through a thought provoking exercise that demonstrated how DEI work is done "inside out" and is an intentional investigation into our own biases. The exercise asked the participants to consider how different experiences are for right and left handed people, that there is a privilege to being right handed and that it is important to remember left handed persons' viewpoint. These considerations parallel all issues of DEI.

V. DISCUSSION Members asked Dr. Martin about navigating through this work. She reminded participants to keep in mind the goals for students and what do we want our graduates to say and be. She emphasized that while this work is uncomfortable, conversation is key to change.

VI. DEI DIRECTOR UPDATE Mr. Nyamekye gave an update on the roundtable discussions he has been leading with different stakeholder groups. He will prepare a summary presentation when they are complete. He reported that 30 students (15 Middle/15 High School) are participating in the Calculus Project, a program designed to increase BIPOC representation in higher level math. In addition to the math skills work they are doing, students are also visiting companies like iRobot to see how math plays into various jobs in the company. Mr. Nyamekye also reported on the ongoing equity survey, 91% of Middle School and 79% of High School students completed the equity survey and the parent survey is almost finalized. He gave the schedule for the follow-up focus groups that Drs. Blake and Warnum will host for the last piece of their work before preparing the findings. The full report should be completed by early March.

VII. SUBCOMMITTEE READ AND TRAINING Mr. Nyamekye will lead the School Committee through a conversation about a book he will be selecting as part of the School Committee training. For now, he recommended an article “Raising Anti Racist Children” and a short film “Silent Beats.”

VIII. ADJOURNMENT Ms. Marano thanks Mr. Nyamekye and Dr. Martin for joining the subcommittee and motion to adjourn was made by Mr. Booth, seconded by Ms. Marano. The motion was approved by all in favor, and the meeting adjourned at 12:27 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