

CCRSC/CSC DEI Subcommittee meeting 12/1

Remote Zoom Meeting

Dec 1 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:** Mr. Booth made a motion to accept the minutes from 11.3.21, Ms. Wilson aye, Ms. Marano, aye, Mr. Booth, aye.

**III. DEI DIRECTOR UPDATE:** Mr. Nyameke discussed the equity audit focus groups that are taking place through December. Also reported that the Regional administration had a listening session with students of color regarding their experiences at Concord based schools. There was a discussion about expectations and delivery of results from the equity survey. Kristin Herbert described upcoming PD offerings related to DEI work.

**IV. READINGS/DISCUSSION:** The group discussed the short film *Silent Beats* and how it relates to the role of bias in our lives. The group then discussed the article [Raising Antiracist Children](#).

**V. CHAIR UPDATE** Ms. Marano discussed next steps about to bring in the rest of the CPS/CCRSC members into the conversation and how possibly to work with other school committees, especially Carlisle.

**VI. SUPERINTENDENT UPDATE** Dr. Hunter discussed the work that is happening at the Massachusetts superintendent level. She is currently involved in three different groups through MASS, where they are exploring systemic ways to address the range of unique and shared issues facing each

community; including but not limited to considering legislation about antiracist professional development as part of the teacher certification requirement..

**VII. CONCLUSION** Ms. Marano thanked the administration for all their hard work.

**VII. PUBLIC COMMENT** None

**VIII. ADJOURNMENT** Motion to adjourn was made by Mr. Booth, seconded by Ms. Wilson. The motion was approved by all in favor, and the meeting adjourned at 12:28 PM.

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