

The School Committees Report: Diversity, Equity, and Inclusion Update

Diversity, Equity, and Inclusion (DEI) Update

Andrew K. Nyamekye, the Director of Diversity, Equity, and Inclusion for the Districts provided School Committee members with an update regarding efforts to create a strategic plan for DEI. Since he took the recently created position in 2021, Andrew has worked to assess the Districts' current efforts by collecting qualitative and quantitative data as well as meeting with students, faculty, members of the school committees, administrators, staff, and families.

Examples of on-going DEI efforts include:

- Creating a Strategic Objective on Inclusive Culture as part of the District's Strategic Plan for 2018-2023;
- Working to ensure that all students and employees feel a sense of belonging in the districts;
- Establishing a shared understanding and commitment to increasing the cultural competency of educators, staff, and students;
- Making a conscious effort to promote culturally responsive practices;
- Hiring a more diverse staff in various positions across the districts;
- Filtering every policy and practice decision through an equity lens; and,
- Recognizing the need to redistribute access and opportunity to our historically marginalized students, employees, and families.

The conversations with members of the school community were conducted through Roundtable Discussions which yielded important information as well as themes and emerging priorities. These themes and priorities were also informed by data from the equity surveys and an examination of MCAS scores and Advanced Placement (AP) performance; the latter two which show achievement gaps.

As school leaders and the School Committees continue to analyze the information garnered through Andrew's assessment efforts, the areas of focus that will be examined as part of creating a DEI Strategic Plan include:

- Increasing the cultural competency of every member in the school community;
- School Culture;
- Culturally Responsive and Inclusive Classrooms;
- Equity in Student Achievement;
- Belonging and Psychological Safety;
- Student Engagement and Student Voice;
- Family and Community Engagement;
- Diversity in Hiring; and,
- Institutional Accountability.

Next steps include, but are not limited to, organizing a DEI Strategic Planning Committee and a Student DEI Advisory Council, supporting the School Committee's professional development on DEI and Anti-racist Action, and organizing an Anti-Racism Summit. Ultimately, a DEI strategic plan will be presented to the School Committee and Superintendent for review and eventual adoption.

Interested individuals can view Mr. Nyamekye's presentation to the School Committees on the Minuteman Media Network's YouTube channel, <https://www.youtube.com/watch?v=5XvWvNb2Q0U>, of the March 8th meeting; his presentation begins in the 49th minute of the meeting.

Upcoming Meetings

March 22, 6:30pm

Joint Meeting of the School Committees

April 5, 6:30pm
April 26, 6:30pm

Joint Meeting of the School Committees
Joint Meeting of the School Committees

Zoom links are available on the District website, www.concordps.org. Minuteman Media Network videos all meetings which are available for viewing at either <https://concordma.gov/2335/Minuteman-Media-Network-MMN>, or at www.concordps.org/schoolcommittee/.

Sign up for School Committee News Individuals who are interested in knowing more about the role of the School Committees as well as receiving the latest updates on school budgets and informational events are encouraged to enroll in the "School Committee News" Subscriber List. These updates will include timely information such as meeting dates and agendas, minutes, event announcements, and the School Committee Report. Individuals can sign up at www.concordps.org/school_committee_subscriber_list. Individuals interested in the Concord Middle School Building Committee (a Town of Concord Committee) can find updates and all relevant materials at <https://www.concordps.org/cms-building-project/cms-building-committee-updates/>

The School Committees Contact Information

Concord School Committee Alexa Anderson (Vice-Chair of CPS), Court Booth, Tracey Marano, Cynthia Rainey (Chair of CPS), and Carrie Rankin

Concord-Carlisle Regional School Committee is comprised of the five Concord School Committee members as well as two Carlisle representatives, Eva Mostoufi, and Sara Wilson (Chair, Regional School Committee)

Student Representatives CCHS students Harry Crowley and Darcy Keenan-Mills

Individuals can link to the School Committees' emails on the Districts' home page at www.concordps.org. Or, you can email the Concord Public School Committee at concordschoolcommittee@concordps.org and the Concord-Carlisle Regional School Committee at concordcarliseschoolcommittee@concordps.org. Interested individuals are encouraged to sign up for the School Committees subscriber's list which is also on the District's web page.