

**Meeting Minutes**  
**CSC/CCSC DEIB Meeting via Zoom**  
**October 12, 2022**

Present: Tracey Marano, Chair, CCSC; CSC  
Alexa Anderson, Chair, CSC; CCSC  
Carrie Rankin, Vice Chair, CSC; CCSC  
Sharon Whitt, Vice Chair, CCSC  
Courtland Booth, CSC; CCSC  
Cynthia Rainey, CSC; CCSC  
Domingos DaRosa, CCHS METCO Rep  
Ayesha Lawton, CPS METCO Rep

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD  
Andrew Nyamekye, Director of DEIB

**I. CALL TO ORDER & ROLL CALL**

Ms. Marano called the meeting to order at 5:00 PM. Roll call attendance was taken: Anderson, aye; Booth, aye; Marano, aye; Rankin, aye; Whitt, aye. Ayesha Lawton was also present.

**II. PUBLIC COMMENT**

1. Joyce DeGreef, 1400 Lowell Road, Concord MA. Ms. DeGreef stated that the district recently lost four teachers of color – two at CMS and two at the elementary level, noting her concern. She asked if there were exit interviews done, noting it might serve the district well to have conversations with these teachers to gain more insight. She urged the district to increase its efforts in recruiting teachers of color.
2. Elizabeth Frank, 1283 Elm Street, Concord MA. Regarding the Strategic Plan, Ms. Frank asked why the IDEAS course was slated to be within the first three years, even though the METCO families had requested it within the first year. She asked when the data dashboard would be uploaded.

**III. DEIB Strategic Plan**

A. Steering Committee. Mr. Nyamekye shared priority areas of the Strategic Plan: Professional Development; School Culture; Culturally Responsive Curriculum, Equitable and Inclusive Classroom; Student and Family Engagement; Hiring, Mentoring, and Retention; and Transparent Communication and Institutional Accountability. He stated that the Steering Committee looked at what the goals and objectives would be, sharing the goals and objectives for 2022-2023, including: DEIB and Anti-racism professional learning workshops would be embedded into faculty meetings, restorative justice framework would be implemented, work will be done to close the achievement gaps, a student advisory council would be created, focused on DEIB initiatives and social justice related topics, and recruitment/hiring/mentoring and retention of racially and ethnically diverse staff would be a focus. He then reviewed accountability measures for all priority areas.

**IV. DEIB Updates**

A. Professional development and training. Mr. Nyamekye shared 2022-2023 PD Path offerings, highlighting those specifically focused on cultural competency and anti-racist practices. He shared information on the DEIB and Antiracism training seminars, stating that trainings include: Making the Leap from Inclusion to Belonging, Straight Talk about Derogatory Language Policy, Macroaggression, Unconscious Bias, and Changing the Narrative.

Mr. Nyamekye spoke about the many different ways students can report incidences to Administration, noting that more conversation needs to be had as a community around adopting a published incident report form. He stated that the CEF has provided funding to train the 9<sup>th</sup> graders on IDEAS to learn about unconscious bias, micro/microaggressions, how to be upstanders, how to proactively seek out a trusted adult for support/address the situation, and foster a greater sense of empathy/compassion for differences. He stated that there is the RISE program and Celtics Playbook Initiative at CMS to help students be upstanders. Dr. Hunter noted that they are going to need money in the budgets at CCHS to support the 9<sup>th</sup> grade trip into Boston and the METCO tour. She noted that in K-5, they are working on bringing in responsive classroom.

B. DEIB leads. Mr. Nyamekye stated that he has connected with faculty members who are committed to DEIB work to be DEIB leads in almost every school. He stated that the teacher-leads would report to himself and their principal and that they will support faculty and staff in how to better understand, better address and how to respond to issues of race, unconscious bias and microaggressions. He stated that part of their roles would be to facilitate their building based Cultural Competency Committee. He stated that the teacher leads would recruit faculty and staff from each department so each department would have one or two faculty members who would essentially become ambassadors to bring back whatever is discussed at the committee level to their full departments.

C. Hiring. Mr. Nyamekye stated that the district is hoping to explore ways to incentivize the hiring process for more racially and ethnically diverse staff, noting a possible option of relocation assistance. He stated that he is hoping to visit local colleges and universities to hold focus groups to better understand from undergraduate and graduate students of color what strategies the district could implement to better meet their needs when going through the hiring process. Mr. Nyamekye shared hiring data from FY24 and noted that he submitted an application for the FY23 Teacher Diversity grant to DESE for @\$145,000, to support incentivizing the hiring process. Dr. Hunter noted that she received feedback from candidates during the FY23 interviews on the visibility of the district's commitment to DEIB work.

## **V. Adjournment**

A motion was made by Mr. Booth, seconded by Ms. Anderson, to adjourn the meeting. The motion passed by roll call: Anderson, aye; Booth, aye; Marano, aye, Whitt, aye, and the meeting adjourned at 6:15 PM.

Respectfully Submitted,

Erin Higgins

Approved: 3.8.23