

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

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD
Kristen Anderson, Asst. Supt. of Teaching & Learning, CPS & CCRSD
Andrew Nyamekye, Director of DEIB, CPS & CCRSD

I. CALL TO ORDER

Ms. Marano called the CCSC meeting to order at 5:16 PM. The CSC Meeting was in order from its previous CSC meeting.

II. PUBLIC COMMENT

1. Robert Egri, 80 Wildwood Drive, Carlisle, MA. Mr. Egri congratulated the Administration and SC for providing the detailed line-item budget. He noted his surprise that the DEI Director's salary was listed at ".6", questioning the real salary of the DEI Director.
2. Joyce DeGreeff, 1400 Lowell Road, Concord, MA. Ms. DeGreeff stated that she was thankful for all of the hard work that went into the equity report. She noted that there were real stories from real children in the report, noting that the best change would come from one to one relationships. She stated that Thoreau was holding an international food festival on March 17th at 5:30.

III. READING OF THE MINUTES

A motion was made by Mr. Booth, seconded by Ms. Rainey, to approve the 10.12.22 and 1.17.23 meeting minutes. The motion was unanimously approved.

IV. DISCUSSION

A. Feedback on the Equity Audit Report. Mr. Nyamekye stated that one of the main themes he heard from Dr. Wornum and Dr. Blake was that it takes three years to change a culture, noting that it may take three years for the stakeholders to understand and trust the bias incident reporting process. He stated that there was consensus in the data that the district should be making ambitious goals, even if the goals were not accomplished during a particular time period. He stated that many teachers do not feel equipped to handle DEIB issues when they arise in a classroom, but noted that there has been a breakthrough in addressing this through professional development. He gave an example of the work being done around microaggressions at a recent CCHS faculty meeting. Mr. Nyamekye stated that he brought the equity audit to the DEIB Strategic Steering Committee the previous week, at which they broke out into groups to review the findings and have high-level discussions. He shared some of the feedback, including the need to: create a video highlighting a day in the life of a METCO student, ensure educators have the METCO bus schedules, and to see each how many students were interviewed and a breakdown of how different racial groups responded to questions.

Mr. Booth asked about the connection between the Strategic Plan and the Steering Committee and Mr. Nyamekye stated that they would review the progress made this year and review against the Strategic Planning Committee's accountability measures to align with next year's accountability measures. Regarding the recommendation of a parent workshop, Ms. Rainey recommended that that the district reach out to families to bring them information about DEIB efforts and the METCO program. Ms. Lawton recommended that the METCO video being created include current and former students and how METCO affects their whole life, not just schooling. Ms. Whitt suggested working with the

community as well regarding parent workshops/trainings. *Ms. Anderson left the meeting.* Mr. Booth suggested coordinating with the possible new town DEIB position. Ms. Wilson asked if there were any takeaways from the data for specific subsets of the student population and Mr. Nyamekye stated that one of the takeaways was that the district isn't doing enough around holding conversations that uplift the voices of the students, faculty and guardians who identify with the LGBTQ+ community, noting that this un-comfortability is also found in the Spectrum Club at CCHS.

B. Bias Incident Reporting Flowchart and Complaint Form. Mr. Nyamekye stated that he used Boston College's Bias Incident Report Form and Belmont Public School's Bias Incident Report Form to help inform the development of the flow chart and complaint form. He reviewed the reporting flowchart protocol: report, incident review, information gathering, investigation, and safety/support planning. He noted that they would be holding a small focus group with student leaders to get feedback to inform the creation of a student friendly flowchart. Mr. Nyamekye stated that the goal was to pilot the flowchart in one of the schools before the end of the year. Ms. Wilson noted the importance of codifying in the flowchart that there was closure for the person reporting and Mr. Nyamekye stated that this was defined under "Safety, and Support Planning" under the FAQ's document. SC members and reps shared feedback around the FAQ's document and the complaint form. Mr. Nyamekye stated that the district submitted a hate crimes prevention grant application to DESE that includes training for the work, with the hopes of having the training occur in the fall. Mr. Nyamekye stated that he would take all of the feedback and bring back an updated draft. Ms. Rainey asked about how reporting out incidences would occur and Dr. Hunter stated that the district would not be sharing out the names of known perpetrators and victims, noting that they are working on the best way to aggregate the information.

C. Hiring. Mr. Nyamekye stated that CPS and CCRSD are now members of MPDE (MA Partnership for Diversity in Education), noting that he and HR Director, Denise Zahn, would be attending the upcoming Diversity Career Fair on Saturday, March 18th in Cambridge. He stated that they would have several materials displayed at their table, including anticipated job vacancies, the Strategic Plan, a QR code to connect them to the DEIB Strategic Plan, The Equity Audit and findings, and a document created by METCO Inc. that includes CPS/CCRSD data. He stated that they would be conducting very brief screening interviews with interested applicants. Mr. Nyamekye stated that Administration is working with the CCTA and have formed a hiring committee. He stated that he has been in touch with Wellesley College, and was hoping to host a focus group with some of their undergraduate and graduate students of color, including professors of color, to better understand some of the strategies and incentives they believe schools, companies, and organizations need to be exploring as they try to diversify their workforces.

V. UPDATES

A. Student Advisory Council Meeting 2/14/23. Mr. Nyamekye stated that a lot of the work was beginning to evolve with student voice and engagement. He stated that students in the Advisory Council were primarily from CCHS.

B. Alcott Multicultural Food Festival 3/9/23 at 5:00 pm.

C. CCHS Multicultural Food Festival 3/15/23 at 5:00 pm.

D. Willard International Food Festival 3/26/23 at 3:00 pm.

Mr. Nyamekye noted that Thoreau would also be holding its International Food Festival on March 17th at 5:30 PM.

Ms. Marano stated that the SC meeting in Boston has been scheduled for April 11th at the Kroc Center.

Mr. Nyamekye stated that METCO Advocacy Day is March 21st at the State House beginning at 9:00 AM.

VI. ADJOURNMENT

Ms. Marano adjourned the meeting at 6:48 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 6.6.23

Abbreviations:

CCHS	Concord-Carlisle High School
CCRSD	Concord-Carlisle Regional School District
CCSC	Concord-Carlisle Regional District School Committee
CCTA	Concord-Carlisle Teachers' Association
CMS	Concord Middle School
CPS	Concord Public Schools
CSC	Concord School Committee
CTA	Concord Teachers Association
DEIB	Diversity, Equity, Inclusion and Belonging
SC	School Committee