

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, IDEAS

I. CALL TO ORDER & ROLL CALL Ms. Marano called the meeting to order at 11:32 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 12/1/21 and 1/5/11, Ms. Wilson aye, Ms. Marano, aye, Mr. Booth aye.

III. MASS/State Updates: Dr. Hunter reported on the MASS Mid-Winter conference which was an abbreviated version of the originally scheduled report on DEI survey and REDI plan, the more robust program was postponed until May. Dr. Hunter is part of a group of Superintendents working on a guide to DEI resources for administrators across Massachusetts. In her DEI leaders group the conversations have been about sharing challenges, successes and resources.

IV. PAULA MARTIN: School Committee Training update The group reviewed Dr. Martin's proposal for SC PD work. Mr. Booth inquired about the levers available to SC members to affect change. Dr. Martin explained that the proposed training lays the groundwork for the SC's future work on DEI. She discussed how the IDEAS workshop curriculum will give the school committee members the same "lens and vocabulary" as the faculty and staff in the schools, emphasizing that "if the hope is we all come together, we all have to go through the same process." Mr. Nyamekye echoed this saying that this is "systemic, transformational work." Committee members asked Dr. Martin about her work with other School Committees, in particular are there any issues with open meeting laws. Dr. Martin said she would look into those concerns. Scheduling is tentatively set for March, but exact dates are TBD.

V. DEI DIRECTOR UPDATE Mr. Nyamekye gave an overview of his recent work with the community including his newsletters, Martin Luther King Day events and finishing up roundtable conversations. He will be reporting on his work to the SC in March. Mr. Nyamekye also talked about the Calculus Project which is gearing up. He noted that Bedford SC added a representative from Metco.

VI. Anti Racism Activity and Discussion Mr. Nyamekye presented key takeaways from the School Committee focus groups with a particular focus on thinking about how to define the 3 top priority conditions that need to be met to fulfill antiracist goals.

VII. Public Comment None

VIII. ADJOURNMENT Ms. Wilson made a motion to adjourn, seconded by Mr. Booth. The motion was approved by all in favor, and the meeting adjourned at 1:02pm.

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