

Present: Tracey Marano, Chair, CCSC; CSC
Carrie Rankin, Vice Chair, CSC; CCSC
Courtland Booth, CSC; CCSC
Sharon Whitt, Vice Chair, CCSC
Sara Wilson, CCSC (via Zoom)

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

I. CALL TO ORDER

Ms. Marano called the CCSC meeting to order at 10:05 AM. Roll call attendance was taken: Booth, aye (for both); Marano, aye (for both), Rankin, aye (for both); Whitt, aye; Wilson, aye.

II. PUBLIC COMMENT

None.

III. DISCUSSION

A. DEIB Progress Report 2022-2023. Mr. Nyamekye stated that strand 3 of the District Strategic Plan was focused on Inclusive Culture - a culture that values diversity, has a culturally responsive curriculum, has a focus on cultural proficiency, equity and accountability. He shared the comprehensive PD paths, noting that there was an 84% participation rate from educators in DEIB paths. He stated that ten out of the fifteen PD paths focused on DEIB. Mr. Nyamekye shared the five year DEIB Strategic Plan, noting the goal of a shared understanding and commitment of DEIB across all of the schools, as well as the six priorities of 1) Professional Development, 2) School Culture, 3) Culturally Responsive Curriculum, Equitable and Inclusive Classroom, 4) Student and Family Engagement, 5) Hiring, Monitoring and Retention, and 6) Transparent Communication and Institutional Accountability.

Mr. Nyamekye stated that the two-year process of the Equity Audit was completed in January, noting that Dr. Kalise Wornum and Dr. Carroll Blake led the district through the audit. He stated that their recommendations included areas around Hiring and Diversity, METCO and BIPOC students, Professional Development, Family & Community Engagement, and Student Engagement, noting that they align closely with the priority areas of the DEIB Strategic Plan.

Mr. Nyamekye reviewed some of the accomplishments during the 2022-23 school year: DEIB professional development opportunities to faculty, MTSS work, multicultural food festival, work on hiring/mentor/retention strategies, and DEIB Steering Committee meetings. He then reviewed specific accomplishments within the six priorities.

Mr. Nyamekye thanked everyone involved in the DEIB and Anti-racism Steering Committee, which took place monthly starting in November of 2022. He stated that the DEIB Student Advisory Council was new this year, sharing the students involved and initiatives considered, including: ensuring diversity in school meals, ensuring clubs/organization times were more inclusive and accessible, creating more affinity spaces, creating a newsletter and website, promoting more collaboration across clubs and providing more learning opportunities. Mr. Nyamekye shared district demographics, noting the diversity gap between students of color (26%) and the faculty and support staff of color (11.47%). He then reviewed hiring and retention data, stating that in 2022, 25% of all CPS new hires were faculty and support staff of color and 16% of all CCRSD new hires were faculty and support staff of color.

Mr. Nyamekye reviewed 2022-2023 bias incidents, noting the 10 involving racial slurs/racial comments, two homophobic slurs, one Islamophobia slur and two Anti-Semitism, and reviewed the anti-racist practices of IDEAS, Celtics Playbook Initiative, 9th Grade Academy IDEAS implicit bias training and elementary SEL curricula. He then reviewed the Bias Incident Response Protocol and Reporting Form.

Mr. Nyamekye reviewed initiatives for the 2023-2024 school year around professional development, school culture, culturally responsive curriculum, student and family engagement, hiring/mentoring and retention, and institutional accountability. He shared end of the year events, including Living the Legacy of METCO, The Waiting Hour and Race Amity Day.

Ms. Rankin asked if these things were having an impact and Mr. Nyamekye stated that students were feeling represented with the diverse books being included in the curriculum, noting they shared a feeling of “it’s about time!” He also noted the community and district support around the DEIB efforts. He stated that there was no doubt to the commitment to this work in CPS and CCRSD. Ms. Whitt thanked Mr. Nyamekye for all of his work and Dr. Hunter for supporting the work. Mr. Booth thanked Mr. Nyamekye and asked if the reporting form was as an empowering tool as going to a trusted adult first. Mr. Nyamekye stated that he believes every child deserves a trusted adult, but noted that the form could be completed anonymously. He stated that the form allows students to fill out the form immediately after an incident occurs rather than waiting to speak to an adult. Ms. Whitt suggested surveying the kids to get feedback on what they consider to be the traits of a trusted adult, to then share this feedback with the staff. Mr. Booth asked if there would be a time that this work was sufficiently embedded and would not be stipend out as much as it currently was and Mr. Nyamekye stated that staff and faculty are requesting more professional development on DEIB and Dr. Hunter noted the importance of having DEIB teacher leaders among the faculty. Ms. Wilson asked if there was a student climate survey that touches on equity audit questions to monitor holes and Mr. Nyamekye stated that he was creating a culture/climate survey with Dr. Paula Martin for the fall. Ms. Marano asked about the Black History Course at CCHS and Mr. Nyamekye stated that it would be open to all student the 2024/25 school year. She also asked when the bias form would be available for CCHS and he stated that they were hoping for November, also speaking about hanging up posters with the protocol, as well as a QR code to the form.

Mr. Nyamekye stated that he intentionally uses the word coalition, based on the level of support, engagement and commitment in the schools and the community.

Public Comment:

1) Rob Munro, 1400 Lowell Road, Concord, MA. Mr. Munro thanked Mr. Nyamekye and Dr. Hunter for all of the work they are doing, noting how affirming it was to see the work being done in the interest of the students and adults. He stated that he was in support of the work being done at the new middle school, and noted the petition to name it the Ellen Garrison Jackson Middle School. He stated that she was one of the most celebrated educators in Concord’s history and someone who represented every single value that was just talked about. He requested that the SC look hard into the naming of the middle school, suggesting they recognize the middle school as a monument for Ellen Garrison Jackson in the work she did to advance education.

VI. ADJOURNMENT

Ms. Marano adjourned the meeting at 11:34 AM.

Respectfully submitted,

Erin E. Higgins

Approved: 7.20.23

Abbreviations:

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| 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