

Diversity, Equity, and Inclusion Committee
Tuesday 11/17/2020

- Introduction- Theresa Moore (BPS districts DEI consultant)
- Review of group norms
- Review of what an Advisory's is
- Review of groups Charter and Charge
- Push reviewing minutes until next meeting
- Established new minute recorder - Allison Scanlon

Working Groups - Review of topics and discussion of a need to change or add any groups to the current list.

1. Policy/Protocol Review
 - a. Review of changes proposed by legal counsel
 - b. Review current policies and protocols for systemic bias and structural barriers
2. Recruiting and Hiring Practices
 - a. Recruiting educators of color - how to cast a wider net, review barriers in hiring
 - b. Hiring practices - review for barriers, what practices would create a supportive and welcome culture in district
 - c. How does the district address reasonable accommodations for people with disabilities (Doug Fiore), mentor program
3. Community Engagement
 - a. Volunteer opportunity for feedback with library materials - connect with Librarian Cohort/Theresa
 - b. Communication - How to best communicate work of the DEI Committee and Culturally Relevant Curriculum Team
 - c. Opportunities to connect with families in regards to culturally relevant and anti racist strategies along with the kids
4. Equity Audit
 - a. How a student, staff and parent understands and experiences their environments and policies surrounding education.
 - b. Data surrounding social emotional, academic and discipline
 - c. Designing with empathy
 - d. Transcended model for equity audit
5. Curriculum
 - a. Home-school connection (guardian understanding, feedback)
 - i. Supporting implementation of culturally relevant and anti racist strategies and materials for teachers within their curriculum

- Link for HS Equity Audit will be shared with the group - Paula
- Equity Audit report will be shared with the group - Paula
- Meetings will be held on the 3rd Thursday of each month.
- Working group choices will be made available - be on the lookout for that email
- Google folder will be made available to all members - be on the lookout for that email

Motion to adjourn - moved and second (8:15 PM)

Approved 12.15.2020