

BARRINGTON SCHOOL COMMITTEE
Diversity, Equity, and Inclusivity Committee

MINUTES
October 20, 2020, 4:00 P.M.
Virtual Meeting

Diversity, Equity, and Inclusivity Norms

- Assume best intentions
- Recognize that we are all learners and all teachers at the same time
- Pass no judgment
- Celebrate diverse backgrounds
- Aspire to reach consensus through hearing all voices and opinions, but default to majority decision if not possible
- To the extent that open meetings allow, we will respect the confidential perspectives we each bring to the table

A. Welcome and Introductions

1. Review and discussion of Norms
 - a. The group went over introductions and reviewed the norms as stated above, as well as the importance of confidentiality when discussing personal matters and or specific people. No additions or revisions were suggested.
2. Explanation and Review of Open Meetings Act
 - a. Gina Bae gave a brief overview of the Open Meetings Act as it relates to Advisory Committees.

B. Old Business

1. Approval of November 26th, February 4th and June 23rd minutes
 - a. This was placed on hold until all members were provided with minutes to review beforehand.
2. Review and discussion of Committee Charge
 - a. Gina Bae reviewed the committee charges as set by the School Committee:
 - i. Review, evaluate, and revise hiring practices and policies.
 - ii. Review all policies through the DEI working group to remove structural barriers and systemic bias.
 - iii. Develop and implement ways to communicate effectively and transparently the work of the DEI Committee to all stakeholders.
 - iv. Collaborate with DEI Coach on supporting the development of anti-racist policies, practices, and curriculum within the district.
 - v. Assist in developing ways to engage with families and community members in the development of anti-racist practices through forums and discussion.
3. Review and discussion of our strategic goals

- a. The Committee discussed breaking down the charges into action plans. The steps would be pieces that the working groups would accomplish.
- b. There was also discussion around keeping Working Groups broad and then drilling down within action steps.
- c. The Committee recognized that anti-racism as a starting point, where other aspects of inclusion would be embedded.

C. New Business

1. Action planning and Next Steps

- a. The Committee will discuss and nominate a Secretary to take minutes at the next meeting.
- b. The Committee will discuss identifying the purpose and mission of the committee through its charges and action steps.
- c. The Committee will discuss and form Working Groups related to the charges.

2. Establish a calendar

- a. Katie McBride will send out a Doodle Poll to set the next meeting and future meetings moving forward.

D. Public Comment

Individuals requiring any accommodations for disabilities must notify Barrington Public Schools at 401-245-5000 (TTD 401- 247-3750) not less than 48 hours in advance. Posted October 16, 2020 at 10:00 AM on the Barrington School Website and Rhode Island Secretary of State website.

Approved 12.15.2020