

Diversity, Equity, and Inclusivity Advisory Committee 2020-2021 Mid-Year Report to the School Committee

We have met on a monthly basis since October, 2020. Our meetings are generally on the third Tuesday of each month. Our meetings are well attended, with a diverse group of community and staff members from various backgrounds.

The DEI Committee has established a new set of working groups for the 2020-2021 school year:

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 understand and experience 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

In addition to the work being conducted through these working groups, the Culturally Relevant Curriculum continues its work at the High School, as well as expanding to the Middle School and Hampden Meadows this year.