

North Kingstown DEI Sub Committee Agenda

12.21.2022, 5:30 PM, Central Administration Building - Conference Room.

100 Romano Vineyard Way, Suite 120, North Kingstown, RI 02852

- I. Meeting Roll Call
David Williams (Y), Kaitlin Gabriele-Black (Y), Kimberlee Johnsen-Smith (N), David Aubin (Y), Angela Boisclair (Y), Melissa J. Camba-Kelsay (Y), Emma Rial (N), Shivali Finkelsein (N), Chloe Dyehouse (N), Alexis Rohrbach (Y,5:35), Sherry Gagnon (Y, 5:37), Kathy Sipala (Y), Erin Earle (Y, 5:42 p.m.), Jen Lima (Y)
- II. Approval of 11.21.22 meeting minutes
[Minutes_DEI Sub Committee 11.21.22.pdf - Google Drive](#)
 - A. Motion to approve by Dave Aubin
 - B. Seconded by Angela Boisclair
 - C. All in favor, none opposed
- III. Discuss status of outstanding recommendations to the School Committee (SC):
 - a. That future DEI subcommittee meetings be recorded and made available on the NKSD website (from 11.21.2022)
 1. Discussed at the 12.20.2022 SC meeting and supported by both the SC and the administration.
 - b. That standard language be added to all job applications/descriptions that indicate we are a district that welcomes and encourages diversity (11.21.2022)
 1. At the request of the Interim Superintendent this item will stay outstanding until a new HR director is secured.
 - c. That all district forms and documents, including Aspen and Canvas, be updated to reflect gender neutral language, be inclusive of all family types, allow for multiple options for racial and ethnic identity (ie, not an other) and be available in a families native language. The goal would be to have these updated by the beginning of the 2022 school year. (06.22.2022)
 1. There has been no update from administration since the report at our 09.21.2022 meeting. J. Lima to follow up with them.
- IV. Discuss status of the DEI Community Assessment (equity audit)
 - a. PCG submitted the first draft of the report on 12/16/22. They have asked the NK team (J. Lima, K. Sipala, E. Earle and possibly a few others), review the report and provide feedback by 1/9/23. The final report will be submitted on 1/31/23 and there will be a project wrap up call on that same day.
- V. Discuss opportunities for professional development within the district with possible action for recommendation to the School Committee
 - a. This was one of the focus areas for the PCG audit, so the subcommittee will wait for the report to be published to decide what the next steps in this area should be.
- VI. Discuss ways to increase diversity in the workforce with possible action for recommendation to the School Committee
 - a. Even though this was not an area of focus for the audit, it is discussed within the leadership, policies and practices section. So between that, and not

currently having an HR director, the subcommittee will wait for the report to be published to decide what the next steps in this area should be.

- VII. Discuss 2022-2023 goals for the DEI Subcommittee with possible action for recommendation to the School Committee
 - a. Discussion tabled until after the report has been published.
- VIII. Discuss term lengths for DEI Subcommittee Members with possible action for recommendation to School Committee
 - a. The Policy Subcommittee is going to be making recommendations that will cover all subcommittees. Initially discussed holding on this item as a result but decided the subcommittee is best equipped to make suggestions for this subcommittee. Will discuss at the next meeting based on prior discussions.
- IX. Review and discuss NKSD harassment policy and compare to Boston Public School Anti-Bias Policy
[AC_Anti-Discrimination-Anti-Harassment_Policy_and_Grievance_Procedure_6.14.22.pdf \(core-docs.s3.amazonaws.com\)](#)
[English_EQT-02_Bias_Based_Conduct_Towards_Students_Families_and_Other_Third_Parties_SY22.pdf - Google Drive](#)
 - a. Brief summary provided of discussion from meeting on 11.21.22
 - b. The question came up regarding the history of policies and their record and how to access that historical information.

Motion to adjourn the meeting at 6 p.m. by Angela Boisclair, seconded by Melissa J Camba-Kelsay. All in favor.

Next Meeting Date is January 18, 2023 at 5:30pm