

BARRINGTON SCHOOL COMMITTEE
Diversity, Equity, and Inclusivity Committee

Tuesday, February 9, 6:30 P.M.

Virtual Meeting

Due to the COVID-19 pandemic, the Governor has signed an Executive Order allowing teleconference meetings under the Open Meetings Act (OMA). The Town of Barrington has canceled all face to face meetings until further notice. All residents desiring to participate in the meeting may join by using the information below. You are asked to mute your phone/device.

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

Gina welcomes everyone and meeting started at 6:35 pm

Attendees;

Gina Bae

Allison Scanlon

Rachel Marton

Paula dillon

Teresa DeFlitch

Amanda Basse

Doug Lane

Sophia Rocco

Candace Charpentier

Rose Leandre

Curtis Mann

Debbie Weinstein

Ece Uzum

Amy Karageorgos

Rupayan Gupta

Aryana Mohammadi

Diana Siliezar

Norms were reviewed and reminders that they are listed on the agenda.

1. Approval of December 15th minutes

- Call to order the approval of minutes; Gina called to motion - motioned carried and minutes were approved.

1. Subcommittee report outs

Curriculum - two parts to present

- Website proposal - Presentation was reviewed

- Sophia Rocco presented - 10th grade student created website for history of black Americans. This project was self led within a history course. Website entitled ***Racism in America.***
- First page of the website answers the question What is Racism?
- Second page of the website speaks to slavery and the civil war
- Third page of the website speaks to post civil war era
- The fourth page of the website asks the question, What does racism look like today?
- The fifth page of the website speaks about Anti-Racism
- The sixth page is a call to action as well as educational resource center
 - Potential partnership with the culturally relevant curriculum team to bring movement to the information.
 - Sunrise could be a way to promote movement and information.
 - Link will be shared with the committee to give feedback for the website.
- Three Surveys for proposal, staff, students and families
 - NYU Rubric for culturally relevant curriculum review - in response to the rubric three short surveys were developed. Questions from all three surveys were parallel so that information is streamlined.
 - Feedback in regards to the survey is welcome. If you have any questions that you would like added or considered email Katie McBride with the intention of addressing the curriculum working group.
 - Discussion surrounding the validity of the parent survey and if it will gather the information that the team is looking for.

Communication

- Group has met once and will be meeting later this week.
- The majority of the school community wasn't even aware of this community. With that, an endeavor to communicate that the DEI committee is happening.
- Looking at forums where this group could present out to what is happening and what work is being done.
- Proposal to survey community to see how people prefer to gather information.
- Virtual information sessions for each school to spread the word on what the DEI committee is working on.
- Find out best ways to communicate with all families
- Will connect with the Curriculum group.
- If anyone has questions or ideas send to Katie McBride.

Hiring Recruiting and Hiring Practices

→ Focus areas

- Researching recruiting avenue's
- Language on various documents, protocols and job descriptions, looking at ways that educators of color can report out any concerns or incidents.
- Creating support systems to retain employees.
- Evaluating interview process
- Currently in information gathering and researching
- Action items in place hopefully soon.
- One meeting a few weeks ago and another one scheduled later this month.

Equity Audit

- Looked over different models that have been done within the high school.
- Focus on environmental scan - when you walk into the building, what do you see, hear, how were you welcomed?
- Team feels they need to extend beyond the group to complete the amount of work that needs to be done.
- Created draft process of audit
- School climate environment section is one that the group would be able to complete.
- Group proposed bringing in an outside group to support this work and provide professional development.

For any thoughts on any of the working groups, please contact Katie McBride and name the working group that you would like the question or comment directed to.

Brene Brown document discussion

2. <https://brenebrown.com/bbearg-belonging-statement/>
 - Podcast on Spotify. Latest podcast speaks to DEI in the workplace however, how can you defuse this in any organization?
 - Highly recommended to listen to her. Her website has transcripts and resources that go along with the podcasts.
 - This podcast speaks to the work we are doing within this group.
 - Belief statements around DEI were reviewed for thoughts or reactions.
 - Value statements could be considered for the DEI policy or could simply be belief statements for the committee.
 - Numbers 2, 3, 4 and 5 were listed as being extremely relevant.

Next steps

- Next meeting will be March 16th at 6:30
- Working group report outs will continue
- Curriculum will connect with communication
- Gina raised question about time of meeting and for now we will be staying with 6:30pm

E. Public Comment

No members of the public present.

Approved 3/16/21