

BARRINGTON SCHOOL COMMITTEE
Diversity, Equity, and Inclusivity Committee

Tuesday, March 16, 2021
Virtual meeting

Meeting Participants:

Gina Bea
Amanda Basse
Paula Dillon
Allison Scanlon
Racheal Marton
Diana Siliezar
Candace Charpentier
Terresa DeFlitch
Aryana Mohammadi
Ece Uzun
Venus Tian
Curtis Mann
Rose Leandre
Debbie Weinstein
Amy Karageorgos

- Feb 9th meeting minutes from our last meeting were approved.

- Working Group Updates
 - **Curriculum group** - no new updates to share at this time
The student that was able to share a presentation last meeting was asked to join the culturally relevant working group. To support pushing her work further.
 - **Communication group**
Recommendation to send survey out to current staff first. Then once this is complete to send out to the community.
Team emailed principals to learn more about how they structure communication and what they feel works well and what doesn't feel well.
Seeing trends in responses - Paula gave feedback - some administrators were unclear as to what the exact purpose of the emails as they seemed different.
Also, there should be a streamlined process from the committee to leadership to answer questions.
 - (1) An idea was to streamline communication through Kate so that she can communicate with school leadership to frame the questions and communication.
 - (2) Communication committee and curriculum group are working together.
 - **Hiring group**
Curtis attended a PD in regards to this topic

Rose was able to try and tap into resources and develop a list for us to create resources.

Team will be doing a deeper dive at the next meeting.

Team will be looking at interview questions and job descriptions at the next meeting.

Team will be speaking with staff members and co-workers to get a pulse on how they feel the DEI work is going and how to best get feedback from teachers of color as to if they feel supported by the district and feel safe in their schools. Wondering if the team should have specific questions that would go across the district and common language. Training for staff on recognizing answers and how to remove bias.

Hiring process - principal empowerment - school based team (principal and school improvement teams) screens candidates, drafts questions and makes recommendations to superintendent for final review. The School Committee does not become involved anymore. Administrator level has school committee members, parents, and staff for the interview process, and is more at a superintendent level.

RISPE - Candance offered this specific resource to support educators of color. If anyone would like to take a look at the information provided, look on the shared drive - then email Gina if you have any questions or feedback.

- **Equity Audit group**

Meeting coming up next week.

There will be a need to bring in someone from outside of the district to support this. Teresa does not have the capacity to do this, however, has given names of who to reach out to.

Title 2 grant funding will help to make decisions about the scale that is able to happen.

Gina had a community member reach out, Brenda Santos who is a doctoral student at URI working at the Social Policy Helm. If anyone has any other names send them to Paula for consideration.

- **Discuss and Revise DEI Policy**

Policy committee felt that this needed to be looked at and discussed any revisions that may be necessary.

- Purpose section:

- i) Bias-free practice statement - can anyone really ever be bias-free? You need to be aware of your bias. Addition of “recognizing and challenging our biases, and implementing”

- Definition sections:

- i) No comments or revisions

- Commitment statement sections:

- i) No comments or revisions
- BPS Policies, programs and practices:
 - i) Question - whole-school approach - means all members of our community.
 - ii) Policy process was discussed and explained in great detail. Any questions please see the policy manual.
- School-community partnership and communication:
 - i) No comments or revisions
- Culturally relevant and responsive curriculum and assessment practices:
 - i) No comments or revisions
- Accountability and transparency:
 - i) No comments or revisions

If any concerns or questions arise after this meeting, please contact Kate. The policy committee is meeting this week to discuss.

- Public Comment
No members of the public in attendance.

Next steps:

- Continue with working groups and updating the full committee with progress.
- If there is anything you would like added to the agenda, please contact Kate.

8:00 PM meeting adjourned.

APPROVED 4/27/21