

**BARRINGTON SCHOOL COMMITTEE**  
**Diversity, Equity, and Inclusivity Committee**

**Tuesday, April 27, 2021**

**6:30 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

**Attendees:**

Gina Bae  
Allison Scanlon  
Ece Uzun  
Doug Lane  
Amy Karageorgos  
Candance Carpentier  
Racheal Marton  
Amanda Basse  
Paula Dillon  
Diana Silezar  
Debbie Weinstein  
Rupanyan Gupta

Meeting called to order at 6:37 PM

**Old Business**

Minutes from March 16th meeting. No comments or revisions needed. Minutes approved.

**New Business**

1. Working Group Updates

a) Recruiting

- i) Group is scheduled to meet Thursday of this week. Working on a document that streamlines all the pieces that have to do with hiring educators of color. We plan to meet with the superintendent to get his feedback. DEI lens for hiring. Working with current teachers of color to see how culture is currently.

b) Communication

- i) Initial survey geared towards the DEI group to see what the best way to communicate DEI work. Everyone on the committee is encouraged to take the survey. Looking for feedback about information sessions to share work with

community members. Looking to solve the problem of simply letting the community know what we are doing - our group and the schools.

- ii) Looking to potentially start a weekly newsletter to share out what is happening with this group. Potentially create a google doc to share with this committee and schools to get a better understanding of what is going on around the school community.
- iii) Will work with Katie to see how to best get communication out. If each group communicates with Katie then she can create a report to send out for each meeting. (CRC, Theresea Moore work, ect.)

c) Equity Audit

- i) Group discussed scope of work and determined to seek external support. A draft was created for feedback to all members of this team.
- ii) RFP -- make-up, demographic profile, work that committee's are currently doing. Outlined indicators and deliverables to be able to walk away with an action plan from the audit.
- iii) Committee completing walk-thu's for this team to complete - (after hours)
- iv) Looking for this to go out soon, so that we can use a grant to fund this process. Paula will send out a sign-up for 9 people from this group.
- v) RFP - will need to go to the School Committee - **this team will provide feedback to Katie (not on the document) by May 4th.** Paula will share with the School Committee at the May 6th meeting.

d) Curriculum

- i) Group reviewed feedback that was given from the proposed survey. Team would like to move forward with staff, families and staff however, would like to pair them down. Want to ensure that everyone feels comfortable providing information. This would be a first step in the process. Really want to know what kids are bringing back from their experiences in the classroom.
- ii) Discussion of the gap between what is happening in the classroom and what may be happening. How are families made aware of curriculum, materials and instruction.

e) Policy

- i) No policies to review

2. Curriculum Survey update

-Covered in the working group update

3. RFP for Equity Audit Update

C. Public Comment

Virtual Art Show happening this week - be on the lookout for communication from the superintendent's office.

Third Grade has been working on Barrington By the Bay revisions.

7:35 - Motion to adjourn -

*Approved 5/18/21*