BARRINGTON SCHOOL COMMITTEE MEETING

Barrington Public School Administration Building

School Committee Room

283 County Road, Barrington, RI

Diversity Equity and Inclusivity SubCommittee

Minutes

November 14, 2018

6:30 p.m.

Present: Tracey McGee, Nicole Varone, Gina Bae, Venus Tian, Kelly Kaon, Ece Uzun, Doug Lane, Erika Sevetson, Victoria Criado, and Paula Dillon

Absent: Diana Siliezar, Stacey Siravo-Basin

A. Pledge of Allegiance - led by Tracey McGee

B. Introductions - Each member present provided introductions and indicated their interest in the committee’s work.

C. New Business

1. Organization and Function of the Subcommittee
   1. Reviewed the school committee policy on subcommittees
   2. Reviewed open meeting rules and developed systems of internal and public communications. Committee agrees to not reply apply all.
   3. Discussed the provision of public comments at end of the meeting
   4. Established meeting dates - Meetings will be at 6:30 PM, 2nd Tuesday of each month, Sandy Michael will send out invitations.
   5. Established Mission and Norms as Follows:
      1. Assume best intentions
      2. Recognize that we are all learners and all teachers at the same time
      3. Pass no judgment
      4. Celebrate diverse backgrounds
      5. Aspire to reach consensus through hearing all voices and opinions, but default to majority decision if not possible
      6. To the extent that open meetings allow, we will respect the confidential perspectives we each bring to the table

Discussed the following operational ideas related to mission/charge:

In developing a mission, we will review the elements of DEI that are already in place in

the district: Professional Development, Survey Data, Programs, Initiatives,

Etc.

In developing the mission and actions, we will explore other districts to learn best

practices and to gain insights into steps that we may take as a district to strengthen DEI.

As part of our Mission, we will explore and evaluate the practices in place and opportunities for growth for DEI in the BPS.

The Committee will bring DEI to the center of all decision-making district-wide.

The committee will develop key actions based on the research findings to be presented at the end of the year report.

The team will each bring two articles or research documents to help narrow the focus of the committee. Teaching Tolerance: <https://www.tolerance.org/>

Committee will take two implicit bias tests each. Results will not be shared with the committee: <https://implicit.harvard.edu/implicit/>

Paula will create a topic area google sheet identified in Teaching Tolerance including the summary, link, findings of that research. In addition, the members will consider areas in these topics that we may want to address in the future.

Paula will include the information of the students and teachers in the District.

The team will explore how we address the development of an understanding of privilege.

The team will investigate the possibility of executive session.

* 1. Will invite one new member to replace a committee that stepped down

1. Review of Resource and Development of 2018-2019 Focus Areas
   1. The team reviewed our resources folder

E. Public Comment - no members of the public were present

Committee adjourned at 8:02 PM

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Posted November 10, 2018, at 12:50 p.m on the Barrington School Website and Rhode Island Secretary of State website