

BARRINGTON SCHOOL COMMITTEE MEETING
Barrington High School Library
220 Lincoln Avenue, Barrington, RI

Diversity, Equity, and Inclusivity Subcommittee
Minutes
June 18, 2019
6:30 p.m. - 8:00 p.m.

Present: Gina Bae, Victoria Criado, Kelly Kaon, Doug Lane, Diana Siliezar, Venus Tian, Ece Uzun
Absent: Cyara Cooper, Paula Dillon, Tracey McGee, Patricia Poitevien-Leblanc, Erika Severson, Stacey Siravo-Basin, Nicole Varone

A. Pledge of Allegiance

B. Old Business

a. Meeting Minutes

- i. The group reviewed the meeting minutes from the May meeting.
- ii. After highlighting the need to correct the spelling of Erika's name, the group approved the minutes.

b. SMART Goals

- i. The group reviewed and discussed the proposed SMART goals that had been submitted in advance of the meeting.
- ii. During discussion of the goals, a number of ideas were discussed, including:
 1. The desire to focus one of the goals on reviewing and updating school district policies.
 2. The possibility to a goal for attracting educators of color to the district.
 3. Continued communication about the differences between intent and impact.
 4. Possible approaches for promoting additional teacher-to-teacher partnerships across districts and set them up for success.
 5. A proposal to formalize and set a goal for the existing Culturally Responsive Curriculum (CRC) efforts.
 6. A proposal to review school holidays and ensure that they are broad enough.
 7. The need for greater information gathering from principals, department heads, etc. about existing diversity efforts and greater information sharing about findings, gaps, and recommendations.
 8. A proposal to add one ethnic food item to the school lunch menu each month to promote cultural awareness and discussion.
- iii. The group discussed the fact that the committee may be able to pursue a more ambitious agenda by making use of working groups during the next school year.

- iv. As an outcome of the goal discussion, the group created the following draft SMART goals for further discussion and iteration with the full group at the next meeting:
 - 1. Identify and review all policies around non-discrimination and inclusivity within the district by April 2020. Discuss ways to inform staff, students, and community of any changes made by June 2020.
 - 2. Develop a communication plan by November 2019, including regular communication of DEI committee activities, information gathering within the schools, gap identification, and sharing of findings and recommendations.
 - 3. By December 2019, work to draft a pilot program/approach to help Barrington Public Schools attract, hire, and retain educators of color and put it before the School Committee for a vote/approval by February 2020.

C. New Business

- i. As this was the final meeting of the school year, discussion was focused on SMART goals, and no new topics were introduced.

D. Public Comment

- a. No members of the public were present.