DRAFT

BARRINGTON SCHOOL COMMITTEE MEETING

Barrington Middle School – Professional Development Room 261 Middle Highway, Barrington, RI

Diversity, Equity, and Inclusivity Subcommittee Minutes

November 26, 2019

6:30 p.m. - 8:00 p.m.

Present: Gina Bae, Paula Dillon, Kelly Kaon, Doug Lane, Tracey McGee, Erika Sevetson, Diana Siliezar, Stacey Siravo-Basin, Venus Tian, Nicole Varone, Katie Almeida Spencer (community member), Clement J. Hilty (community member)

Absent: Victoria Criado, Ece Uzun, Patricia Poitevien-Leblanc

1. Old Business
   1. Meeting Minutes
      1. The group reviewed the meeting minutes from the October meeting.
      2. The meeting minutes were approved by the group.
   2. SMART Goals / Working Groups
      1. The proposed subgroup rosters were discussed.
      2. The only change that was made was to shift Doug to the Policy sub-group.
      3. The group discussed procedural aspects of the working groups:
         1. Working groups are not considered full meetings with respect to public meeting laws.
         2. Emailing each other and using Google Docs for work collaboration is allowed.
         3. Meeting in person and virtually is allowed.
         4. Communication and work-in-progress cannot be shared with the full sub-committee outside of a report a full group meeting that is available to the public.
      4. The group discussed desired outputs of the working groups
         1. Policy Review
            1. The group will determine how to approach the policy set.
            2. Policies in areas like suspension, student behavior, and substance abuse are possible candidates based on suspected inequities in terms of impact.
            3. **Action:** Paula will reach out to the schools to determine whether there are policies that are known to be problematic.
            4. Erika suggested making sure that policies align with actual practices as part of the exercise.
         2. Communication Plan
2. The end product is a plan.
3. Paula suggested the creation of a one-pager highlighting Barrington district demographics, which are often helpful in highlighting differences between perception and reality.
   * + 1. Recruiting Educators of Color
          1. The end product is a plan.
          2. Stacy made a suggestion to include a component in the plan that reaches beyond RI.

Paula noted that RI will now accept MA and CT certified educators without additional requirements.

* + - * 1. Katie mentioned that information about demographics (noted above) will be important to motivate diverse candidates to apply in Barrington.
        2. Paula raised ideas such as secondary teaching pathways for high school students and existing elementary teachers.
    1. **Action**: Paula, Gina, and Erika will kick off communication / meeting of the various groups.

1. New Business
   1. Report on Educational Equity and Teacher Diversity Policy Forum
      1. Gina attended the forum in November, which was a collaboration between the Equity Institute, the Latino Policy Institute at Roger Williams University, and the Annenberg Institute at Brown University.
      2. The topic was recruiting and retaining educators of color in RI.
      3. It included a range of speakers from RI districts and other locations such as New York City.
      4. As part of the event, a three-part plan was outlined that the three organizations will develop together.
   2. Report on Superintendent’s Association Meeting
      1. Paula attended and discussed a variety of topics with other district leaders.
      2. One topic of note was the idea of creating teaching fellowships, which follows an idea that is being used in Brooklyn.
      3. Paula met with numerous RI colleges and universities and will reconvene for future discussions on topics such as:
         1. Recruiting educators of color
         2. Over-graduating elementary teachers while greater needs exist in areas such as secondary, STEM, ELL, etc.
      4. One major obstacle to teacher recruitment that was discussed was requirement for one-year paid residency under RI certification system.
   3. Meeting Logistics
      1. There will not be a December meeting due to the holiday schedule.
      2. The group discussed shifting full sub-committee meets to every two months to allow working groups sufficient time to make progress.
2. Public Comment
   1. Katie Almeida Spencer, a Barrington resident, parent, and educator at UMass Boston, introduced herself to the group and participated in a number of discussions. She expressed interest in possible future involvement with the sub-committee but needs to determine if her schedule will allow.
   2. Clement J. (“CJ”) Hilty, a Barrington High School student, spoke to the sub-committee about the diversity, inclusivity, and equity implications of the district’s Internet filtering policy.
      1. He noted that the blocking of legitimate research traffic and the time required to request filtering changes is an obstacle to classwork and research.
      2. He highlighted the fact the students with personal devices at their disposal that are not subject to filtering have an advantage over those students relying solely on school-issued Chromebooks.
      3. Paula noted that the issue is complex due to funding implications and changing requirements based on age and suggested that the technology committee would be the best forum to investigate this issue and pursue any possible policy changes.