

BARRINGTON SCHOOL COMMITTEE
Diversity, Equity, and Inclusivity Committee

Minutes

Wednesday, October 19, 2022
6:00 P.M.

Barrington Middle School
Presentation Room #1402
261 Middle Highway

Diversity Equity and Inclusivity Norms

- I assume best intentions but acknowledge impact
- I recognize that we are all learners and all teachers at the same time
- I pass no judgment
- I celebrate diverse backgrounds
- I 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

Meeting called to order at 6:00 PM.

A. New Business

1. Welcome and Introductions

- Each member introduced themselves to the committee

2. Review and Discussion of Norms

- Amanda reviewed all the norms to ensure that all members are aware
- Team is asked to review norms and give feedback when anyone has it
- Conversation around the wording of "Pass no judgment"
- **Change above norm to "Be hard on ideas, not people"**
- Note that this group is a public body - therefore, information shared will be made public.
- Gina reviewed understanding of minutes

3. Discussion of Open Meetings Act

- Review of what the Open Meeting Act - State Law

- Question raised on the operational guidelines of the committee
 - Having discussions on district initiatives that rise out of this group - reference to the equity audit
 - Actions that are needed - this requires smaller sub-groups that work on different action plans
 - Rolling or Walking Quorum reviewed
- Do not reply-all to emails
- Send communication to either Katie McBride and/or co-chairs
- Rolling quorams apply to electronic communication and social media
- Suggestion to Bcc all member of the committee on email to not have the option to "reply-all"

4. Michelle Li from CLEE Equity Audit

- Review from last year - team found that we needed an ability to measure all the work we have been doing
- Equity Audit was explored to help consider actions for next steps
- Center for Leadership and Educational Equity - Michelle Li
- CLEE works to create Equitable Student Outcomes
 - Review of purpose, and approach
- Scope of work and timeline review with discussion (document will be shared with the group)
 - Collection of qualitative and quantitative data
 - Focus groups with educators, students and families - looking specifically at historically marginalized groups
 - Discussion around if add on services are needed for our specific community
- Feedback and messaging back
 - Add on - survey
 - Focus groups - highly curated group- this needs to be done by changing the application to include pieces that help to identify participants
 - Communication to the students for the questionnaire

Looking for two more high school students to become part of the committee.

5. Planning for [Equity Audit](#) focus groups and steering committee teams

6. Discuss committee membership and voting vs. non-voting members, possible alternates

Discussion on this to ensure that we will be able to meet quorum

7. Discuss possible working groups

Communication Group

Environmental Screening Group

Accessibility Group

Website Group

— Send ideas for groups to Kate if you have them

8. Discuss future committee meetings Equity Audit Focus groups

9. Review [DEIB calendar](#)

B. Old Business

1. Approve June 15, 2022 minutes - approved minutes - 6 members abstain

Posted on Friday, October 14, 2022 at 12:00PM at the Barrington School Administration Building, Barrington Public Schools website, and Secretary of state website.

Approved 11.16.22