



## Minutes

### NASHOBA Regional School Committee

### Diversity, Equity, Acceptance, and Racial Justice Advisory

March 16, 2022 7:30 PM

### Meeting Remote via Zoom Technology

Join Zoom Meeting <https://us02web.zoom.us/j/87140833497> Meeting ID: 871 4083 3497

**Attending:** Laurie Burnett, Lindsay Chaves, Greg Denson, Kristin Hera, Kelly Lawlor, Courtney Philbin

#### I. Call to Order

- a. Kelly called the meeting to order at 7:32 p.m.

#### II. Introductions, Review of Norms, and Land Acknowledgement

#### III. Citizens Comments

- a. No citizens comments

#### IV. Review and Approval of Agenda

- a. All approved

#### V. Approval of Minutes Prior Meeting(s)

- a. Kristin made a motion to approve the Minutes from 2/7/22; Greg seconded; unanimous vote to approve (6 attendees)
- b. Kristin made a motion to approve the Minutes from 3/2/22; Kelly seconded; unanimous vote to approve (6 attendees)

#### VI. Unfinished Business:

##### ■ Calendar Recommendation Follow-Up

- SC will vote on calendar on May 8th
- Next Steps: See if the superintendent will come to one of our meetings in order to further discuss this. The superintendent will present his recommendation at the May 18th meeting, then the final calendar vote should take place June 1st with the new school committee members.
- We have regularly scheduled meetings every other Wednesday at 7:30pm: 3/16, 3/30, 4/13, 4/27, 5/11, 5/25, 6/8, 6/22

##### ■ Discussion Vision and Values

- Should we wait for the superintendent to present his findings for the strategic plan or work to edit and finalize now?
- Next steps: Continue to work on bringing our ideas and edits to the vision and values document.

##### ■ Communication and Community Engagement:

- Discussion DEARJ Webpage and Community Involvement. Should we put a survey on our webpage? Leaning towards holding off on this for further thought. Let's follow up with this at the next meeting.

■ Discussion of NRSC and Sub-Committee responses to our 11/21 letter

- Kristin observations from communications subcommittee: SC is looking for community input and tools to collect data, but broad surveys can often be limiting. Can we provide the subcommittee with other forms of data-collection? There's basic understanding and internal work that also needs to happen from each school committee member.
- Lindsay observations from budget and warrant: Responses made it seem like they don't look at individual populations and only need to look at finances as a whole; that equity is outside of their purview. Possible recommendations: student-based budgeting (more common in urban districts \$ amounts follow students), using actual teacher salaries vs. average salaries, using a readiness assessment, an office or department of DEI, personnel in general (social workers+counseling+staff diversity+hiring), do students see themselves represented in the faculty?
- Courtney and Kelly observations from the policy subcommittee: Need a more deliberate process to utilize an equity lens in their decision-making processes, would they support an equity audit to highlight student outcomes specifically those from individual identity subset populations, how do you ensure that diverse voices are heard? Combing through all of our policies listed on the MASC Website, prevention over reactionary leadership.

■ Consensus on Next Action Steps for Sub-Committees

- Should we attend a subcommittee meeting? Start this communication.

**VII. New Business**

■ **Planning for Next Steps of Advisory**

Will continue our conversations and work in process.

**VIII. Updates from the Community and District:** See discussion earlier

■ **District Visioning and Strategic Planning Work**

■ **Superintendent's Report to the NRSC on Entry Plan**

■ **Community and School Committee/Club updates**

■ **School Council Updates**

**IX. Items for future agendas**

**X. Adjourn-** Moved by Kristin Hera, Seconded by Laurie Burnett, Adjourned at 9:17pm

"The items listed are those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law."