

BARRINGTON SCHOOL COMMITTEE

Diversity, Equity, and Inclusivity Committee

Minutes

Wednesday, November 15, 2023

6:00 P.M.

Present: Paula Dillon, Frazier Bell, Allison Scanlon, Tonya Curt-Hoard, Sonalya Jayasuriya, Stacey Siravo-Bazin, Matthew Boyd, Alison Vallot, Katie Goldman, Curtis Mann, Thomas Bergamo, Amy Karageorgos, Qi Chen, Athena Gao, Emma Dosa, Ariba Saoda, Meredith Dove, Leah Bae, Leela Sami, Gina Bae, Jacob Brier

A. New Business

- a. Discuss review from previous meeting
- b. Develop working groups and establish charges
- c. Review article [Understanding Diversity, Inclusion & Social Equity in Outdoor Play and Recreation Environments](#)

Create a group to provide information and awareness.

The bond construction committee needed to look at play structures. The bond will include playgrounds and will be looked at in phase 2.

Discussion if the committee sees this as a topic that would want to discuss with who is making the decisions. What role do we have in influencing the bigger picture to ensure that plans are accessible and inclusive?

The point for the committee to be a voice for accessible and inclusive informational thinking points to the building committee and then the school committee.

Core Leadership Practices (CLP) reviewed.

Six research-based leadership skills that are associated with improved student learning and

increased equity in schools.

1. Reorganizing Systems to accelerate equity in your learning community
2. Setting Direction/Vision for your learning community
3. Monitoring Progress and sustaining the momentum of your efforts
4. Building Capacity to Teach so all students have their needs met
5. Building Capacity to Collaborate as a learning community
6. Building Capacity to Lead for everyone in your school community

Mission - Connect the Diversity, Equity, and Inclusivity Policy with the Direction/Vision for the learning community.

- Asset based-lens
- Universal Design
- Legal requirements are the floor

In addition to the working group that was decided upon, do we have information to determine what working groups we need?

The Brainstorming ideas of working groups from the previous meetings were reviewed.

Recommendation to look at groups by areas and prioritize topics.

- Recruitment, Hiring, and Retention Practice of district

Charge: Review and revise policies and practices and process from start to finish: advertising, interview questions. Active recruiting.

- Building Access and Inclusivity - Building playground structures and others

Charge: Providing information about play space, extracurricular activities, entryway, classroom space, and overall physical environment to support new buildings.

- Capacity building group - Sensitivity training

Charge: Staffing support - find someone to train—create resource development.

- Belonging - resource building - advocacy - parents, students, and teachers who have had experiences with situations with microaggressions. (Better support with experiences)

Charge: Highlight what district is doing well and how to expand and create more experiences for the school community to have an involved student voice. Being a solid hub for the work on culture and climate. How to increase students to be vocal in the higher grades - and parents for the younger students.

A working group can be up to seven (7) people. Groups can meet as often as the group would like. Kate will send out a form to select what working group members would like to be a part of and add a no-preference selection.

Each group will report what they are working on to the larger group.

Communication should be sent to Kate Garabedian.

B. Old Business

- a. Review and Approve – meeting minutes from [June 7, 2023](#) and [October 18, 2023](#)

C. Public Comment

No one from the public was present

Motion to adjourn - 7:20 meeting end.