

BARRINGTON SCHOOL COMMITTEE

Diversity, Equity, and Inclusivity Committee

Minutes

Wednesday, October 18, 2023
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
- Be hard on ideas, not people
- 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

A. Welcome and Introductions

- a. Member Introduction - Members introduce themselves.
- b. Review and discussion of Norms - All in agreement - no changes made.
- c. Explanation and Review of Open Meetings Act - Reviewed quorum, rolling quorum, working groups, and digital communication rules.
- d. Discuss committee membership and voting vs. non-voting members with alternates. We have 27 members, 18 voting members, and 9 alternates. 14 members make a quorum. Working groups can be up to 13 members.

B. Old Business

- a. Review and Approval of June 7, 2023 minutes - As the minutes were not in the packet, approval will be moved to our next meeting.

C. New Business

- a. Action planning and Working Groups - Brainstormed potential working groups to be determined and finalized at our next meeting.
- b. Establish a calendar for 2023-24 - All in attendance agree to the third Wednesday of the month at 6PM EST.
- c. Review Equity report and potential recommendations for School Committee. Began the initial review. Working groups will each carve out sections for further review and action plan and recommendations to be presented to the School Committee.

- i. Members will review the vision created with CLEE and come with a version of a mission, vision, and values to be reviewed at the next meeting. The Vision, Core Leadership Practices, and Purpose of the Committee can be found at the bottom of this document.

D. Public Comment - no member of the public present at the meeting

Amended agenda posted on **Wednesday October 4, 2023 at 11:20 a.m.** on the Secretary of State website, on the Barrington Public Schools website, and at the Barrington Middle School.

Vision For Equity Developed with CLEE

- Everyone in the community needs a sense of belonging and connectedness (in order for this work to start
- Equal opportunity, Inclusion and a sense of belonging
- Being able to be heard without fear; true belonging because you belong not because you're asking to belong (whole self belongs) equity; belonging —changing the “normative” to be more inclusive to people who represent various aspects of diversity (educators and youth)
- High expectations that provide structure and rigor
- Students are challenged but supported
- Students utilize their strengths and the connection between families and the community is assets based and celebrates diversity.
- Students social-emotional wellness is included in creating a strong (classroom, and community).

Core Leadership Practices (CLP) we accepted

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 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

PURPOSE OF THE COMMITTEE

In 2016, the District established this DEI Committee to analyze our policies and practices for structural, implicit, and explicit biases; develop hiring methods that engage a diverse talent pool; and work on inclusive communication strategies. The Committee will champion the Barrington Public School District's commitment to cultural diversity, equity, inclusivity, trust, and mutual respect.

Brainstormed Ideas

Breakout Workgroups By Levels

District/Policy Level

School Level

- Student Academic and Social

- Teacher Efficacy and Impact

- Family Engagement

- Community Engagement

Breakout By Areas

Structures

- Policy

- Leadership

- Values, Mission, and Vision

Recruitment, Hiring, and Retention

- Seeing Yourself

- Training

- Human Resources

Inclusivity

- Student Voice

- What it means to be included

- Family Involvement

- True Involvement and Quality Opportunities

Culture and Climate

- Professional Development

- Student Education

- Family Learning

- Perspective Taking

- Environmental Scan

- Ambassador