



SUFFIELD PUBLIC SCHOOLS

DEI Professional Development Subcommittee

DEI Mission Statement

The mission of the Diversity, Equity and Inclusion Council is to empower our Suffield Public Schools, extended Suffield Public School community, to respectfully and progressively explore, express and celebrate cultural perspectives, individual identities and to challenge and repair biased systems of thinking.

DEI Professional Development Subcommittee

- The purpose of the committee is to explore potential DEI speakers, programs, resources for faculty, families, students (teachers, administrators, parents, students).

DEI Professional Development Subcommittee Members

- Esther Dattey
- Liz Warren
- Brett Kaselouskas
- Karen Pakula
- Rachael Witt
- Ari Metcalf
- Garrett Pinder

December 16, 2020

DEI Professional Development Subcommittee Meeting Minutes

1. Welcome

- a. Check In
- b. Our mini PD We have formal and informal PDs. Let's use every gathering, meeting, etc. to do PD on DEI; while we explore ways to use our existing structures such as PD days, early release days, PLCs, Faculty and Team meetings to provide formal PD.
- c. Revisit
 - i. **DEI Mission Statement:** *The mission of the Diversity, Equity and Inclusion Council is to empower our Suffield Public Schools, extended Suffield Public School community, to respectfully and progressively explore, express and celebrate cultural perspectives, individual identities and to challenge and repair bias systems of thinking.*
 - ii. **Professional Development Subcommittee:** The purpose of the committee is to explore potential DEI speakers, programs, resources for faculty, families, students (*teachers, administrators, parents, students*).

2. Identify topic areas from SPS faculty/staff/students

- a. Bias training, awareness
- b. How to handle difficult situations (Classroom the most dangerous place, especially when having discussion about slavery etc.)
- c. Topics that are debatable versus topics that are not, putting students on the spot to speak for the entire race
- d. How to facilitate "Courageous Conversation"
- e. Microaggressions

- f. Anti-Racist Webinars
- g. Representation (how to introduce Inclusive topics, books etc. into Curriculum and Instruction)

3. Organizations and Suggested Speakers

- a. Diversify Our Narrative
- b. GLSEN/GLAAD: LGBTQ
- c. Nikki Langel/Kate Powers
- d. Linda Darcy (CREC)
- e. Dr. Tanya Claiborne (Currently working with Glastonbury DEI)
- f. ADL (How to handle difficult situations) AntiDefamation League
- g. Debbie Arburn

4. Professional Development for students

- a. Eliminating the “cover up”
- b. Student Voice: Opportunities to talk to faculty and administration
- c. Survey to hear what students need

5. Other ideas

- a. Create a PD tab - Share a recording of all these PDs; Resource Page for teachers; How do we spread our wings?

6. Next Steps

- a. Garrett Pinder- Speaker Series ---2nd week in January: Schools will publicize, advertise and encourage members of the school to attend. A recording of the event will be placed on District DEI Resource page with a link that can connect to the Suffield community library site where one can find more DEI resources and upcoming events
- a. Share Speakers with Garrett. ***Garrett, I highly recommend Linda Darcy and Dr. Tanya Claiborne***
- b. Intergenerational Book Club - So you want to talk about Race. Please share more info so we can share with our students and teachers
- c. Ari will create a student survey to help us determine the best PD for our students and teachers
- d. Rachael and Brett will create a survey for teachers to help differentiate and provide appropriate and meaning PD
- e. We will create informal mini DEI teams at are various locations/allies with the work
- f. We will meet on Monday Jan 11, 2021 at 5:30 to review the survey and plan PD for Jan 19, 2021
- g. Talk to the building administration to request at least an hour of the 3 hour PD day of January 19, the entire 3 hours for March 19 and at least an hour of May 28 Early Release PD.