

MINUTES

Social and Racial Justice Committee Meeting

October 11, 2021 5:00 PM

In Attendance

Jennifer Hulse, Denise Webster, Erik Remmers, Jan, Mark, Bethanne Pirie and Maria Davies

Notes

Maria provided to the Committee a Document called Diversity, Equity and Inclusion Division Priorities Goals. This document contained a list of goals and initiatives that were discussed with Cat Gallagher and some of Maria's ideas on the work that could take place. We discussed this briefly. The idea being that we make a thoughtful effort to make sure that this work is sustainable beyond the DEI Coordinators role at the District.

Goal: Train one person in each of our elementary schools and all schools.

It was noted that some of these conversations are uncomfortable for staff but we realized that uncomfortable discussions come anyway, and we will have to have them.

Mark- Do we have a need to potentially have someone with a psychology background on board?

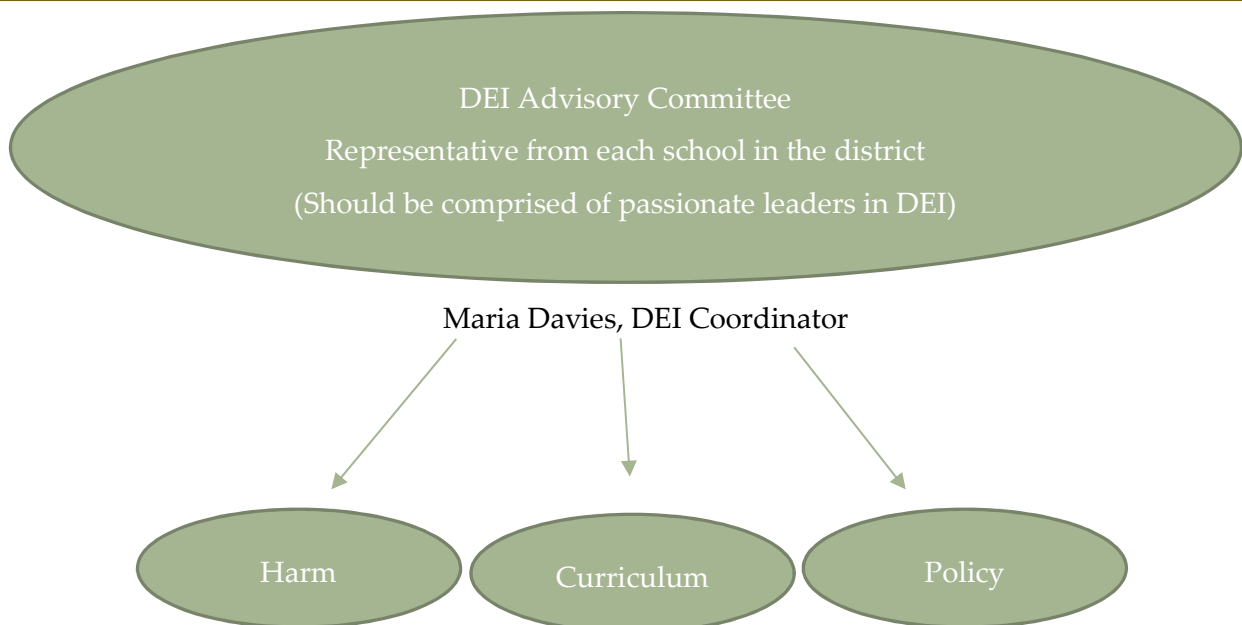
Board Response- We have mental health counselors, clinicians. Thinking of the public- how to have those difficult conversations with teachers or admin. Mark mentioned that the just the mask situation with public, was difficult to have.

Jen indicated in response to Mark's query of hiring someone with a psychology background. We may not need more people (more staff) we have people to do these roles. So it is not necessarily more bodies that we need. More people is not necessarily the solution.

The idea is that the DEI Advisory Committee will be comprised with Representation from all of our schools. Erik clarified that the DEI Advisory Committee should not be too large or it is not manageable.

Time is also a big hurdle, staff who participate will need time to be able to participate and learn and will so we will need to commit time and coverage for staff as appropriate.

Structure Idea- Erik Remmers



Goal #1

First Goal- Advisory Committee from each school- Support Admin at each school and DEI. Coordinator with Principals to begin the planning process on identifying who these individuals will be.

DEI Representatives in each school will be in place.

What we would like is a thoughtful effort to make sure that this work is sustainable for the future. It would also help if we had individuals (Rep Advisory Committee) trained in DEI work so the Rep from Advisory Committee could speak to the angry parent and youth (if present) with Principal. Showing solidarity and support for each other in the DEI work that we are doing. Right now we seem to be putting out some immediate fires.

Goal: Train one person in each of our elementary schools and all schools in how to address:

Harm in a restorative manner and to assist staff on how to have those difficult conversations. Harm – What do we do when stuff hits the fan? We need people to understand what to do. Leaning in for example and asking more questions and really listening to understand.

Curriculum will be focused on how to bring the equitable lens to our current curriculum and there are audit tools that are available to help this work along. Use of librarians mentioned with help from Curriculum Director.

Policy will work on taking a look at our current policies with an equitable lens and perhaps updating them and or tweaking them with help from admin and then providing the public the opportunity to chime in or have their voice heard. We need people who are looking at the policies and procedures in place and asking ourselves are these policies barring people from the work we are doing? Again difficult conversations ahead but still they need to be had.

Goal #2

Second Goal – Community gathering for LNSU. Community engagement for people to do murals, organize events. We need time, how are people going to be released to do the work that we are intending. Also paying stipends.

- Betzi (Eden Central School) mentioned the Global Studies Committee and we thought that the DEI Advisory Committee could look at this in the Curriculum.

Meeting Ended

We only discussed and outlined two goals.

Meeting came to an end at 6:05 PM