

Equity Meeting

Meeting Minutes - May 4, 2022

6:06 PM Meeting called to order.
Board members present: Mariam Khan, David Asbery, Kevin Shea

Additions to the agenda: None.

Public comments on agenda items: None.

Information Item I: HR Report on hiring and staff diversity

Gary Highsmith: Presented at February Equity meeting on theory of action and mission statement. Personnel committee discussion also infused—contributions from Siobhan Carter-David on language, BIPOC as opposed to minority.

Kevin Shea: Descriptions based on what people are.

David Asbery: Can teachers of color be used?

Mariam Khan: Interested in learning more about language surrounding diversity and using descriptions based on quality as opposed to quantity (minority). OK with proceeding on BIPOC or POC.

Chris Melillo: REALD, including disability as part of diverse umbrella term.

Kevin: Why are we obligated to put anything at all?

Gary: Obligated by state to include diversity markers.

David: Would like Gary to come with a group of terms.

Kevin: Would like to personally be part of the “diversity” label.

Jody: Is there partner language we can look to?

Gary: Research includes teacher of color or diverse staff.

Jody: Could we start with that and have flexibility to change as we learn more together?

Gary: Can investigate more into this language and Board can modify it as it sees fit.

Highsmith: DECA Marketing international students. Utilize skills in regards to marketing. Met with Bryan Anderson, met with 2 current students and 1 former student. Looking to work on teacher fairs, social media, add child development courses as gateway into teaching profession. Partnership with Quinnipiac for students to take introductory teaching courses free of charge. Vacancy publication website is also being used and effective July 1, 2022, State Department of Education, anyone serving on staff interview committee must undergo anti-bias webinar training (teachers paid for this). CREC Teacher Residency program currently has three candidates. Gone from four to six allocated positions. Connecticut HBCU Network with Siobhan's contribution, and Northeastern Reciprocity–state Department of Education initiative.

Mariam: This is an evolutionary process. Would like to return to phrasing. I was going to suggest potentially consulting a few students and staff, and really love this idea of working with current and former students. Also interested in teacher recruitment having a robust teacher presence, as they are most equipped to share their experiences, why they teach at Hamden. Happy to know that teachers are compensated for their time outside of school hours.

David: Who handles marketing? CREC, teacher residency program: what do candidates have to commit to?

Gary: Candidates have to take a job if they are accepted.

David: Can candidates work for six months and then leave?

Gary: Contract timing is set by CREC. Understanding from CREC they must work for a minimum of three years.

David: Will they continue to be mentored?

Gary: All teachers have mentors assigned. CREC continues to support them with resources after hiring.

Mariam: Are students being compensated for the marketing?

Gary: Exact amount has not been discussed. Only have had initial brainstorming meeting.

Mariam: Important students are compensated for labor. Brings higher caliber and authenticity to work.

Chris: Students could also leverage this into capstone credit for graduation requirement, simultaneously earning credit and income.

David: How many students are involved?

Gary: Unsure how many students are in DECA, but met with 2 current DECA students and one college student, alumni of DECA. These students are making a real difference.

Mariam: This is a starting point—and knowing there are so many other students interested in recruitment, many avenues to explore student input and agency in this process.

Gary: Administration places students on interview committees. Will bring this information in draft form to the next committee meeting.

6:51 PM

Meeting Adjourned

Motion: David Asbery; Second: Kevin Shea