

# MINUTES

Social and Racial Justice Committee Meeting

October 10, 2022

---

## In Attendance

---

Denise Webster, Erik Remmers, Betzi Goodman, Jan Sander, Mark Neilson, Jan Epstein and Maria Davies

---

## Notes

---

On the Agenda to be discussed were the following items:

Goals:

- (1) Train one or more staff in each of our schools in how to identify and address incidents as they arise. Establish an Advisory Committee made up of these individuals to support the School Administration and Principals at each school, and DEI Coordinator.
- (2) Engage the students, staff, parents and community members by organizing events, paint murals, etc.
- (3) Set up better communication with parents to help them engage with their students and schools, using newsletters forums, social media, arts and performances, or other forms of interaction.

VISION

That the safety, dignity, humanity and lived experiences of every student and family are honored, protected, and celebrated equitable regardless of race, color, ethnicity, sexual identification, socio-economic status, or any other aspect of identity.

---

## Structure Idea- Erik Remmers- Updated

---



---

## Goal #1 from previous academic but never put into place

---

1) Train one or more staff in each of our LNSU schools on how to identify and address incidents of harm as they arise. Establish an Advisory/Leadership Committee/Team made up of these individuals to support the School Administration and Principal at each school, this team would include the Curriculum and Assessment Coordinator (Val Sullivan), Deb Clark (Central Office) LNSU Communications Director(s), and the DEI Coordinator

This team will look at harm at each school, will learn how to address harm, and they will look at the practices and policies in place and our curriculum with an equitable lens. Together, the team will learn to address the issues we have been seeing and experiencing via group discussions and together we will learn how to address these issues via DEIA/RP presentations, by reading books/ articles/ watching informational videos etc. We will also start holding discussions around our practices in our schools and around our policies. We will be looking at these practices and policies to determine if they are equitable and if they serve our youth and our community at large for the common good. We will also be performing a curriculum audit so we can start by making this work part of Lamoille North Supervisory Union curriculum.

---

## Goal #2

---

2) Engage more staff in learning how to have difficult conversations with each other and youth. Have more time with staff with a focus on Diversity, Equity, Inclusion and Accessibility professional development. The District will make the time required for this work to happen for all participating staff. If possible, staff will have their time doing this work stipend.

---

## Goal #3

---

3) Have the DEI, RP and MTSS website published.

---

## Goal #4

---

4) Have more community events that incorporate DEI work.

---

## Maria's Updates

---

Separate Attachment

---

## Additional Notes

---

Mark Neilson is working on a document for the District, which details salaries and rate for teachers etc. It also details where the funds and time is being allocated in particular when we lose staff and have to spend time rehiring. He listened to what we were discussing and he asked Maria to provide the number of hours we

need to stand up the DEIA Leadership Team and let him know when we would meet, how many people will be participating and what if any, supplemental pay will the District need to pay for this work to be done with fidelity. He also asked Maria to ask Wendy to consider making this part of the school's curriculum.

Jan indicated that there were different rates for teachers depending on if it is outside their contract or not. Erik and Maria will get together to put together documentation on what this DEIA/RP Committee would look like. The Lamoille Restorative Center will need be part of this team.

Betzi asked if the Math and Literacy committee of teachers could also be stipend for the work as it is also a team of people doing work on important things at schools. It was a good point but Erik Remmers explained the work was entirely different. Maria noted that if we continue to avoid having these tough conversations around how to address harm when harm is done at each school, noting that each school has different incidents, then we would never really address the problem. We will continue to allow it to continue. Ignoring the problem around these conversations is not the way forward. We need to start with this foundational work now and implement this so we can support our youth and our staff.

---

Meeting Ended

---

Meeting came to an end at 5:40 PM