



**CBRSD Diversity Equity, Inclusion and Belonging Steering Committee Minutes**  
**WHERE BELONGING MATTERS AND ALL MEANS ALL**

**Wednesday, January 18, 2023, 6:00-7:15 PM**  
**At Wahconah Regional High School/Learning Commons**  
**Meeting Agenda**

**Present:**

Leslie Blake-Davis-Superintendent

Mary Kay McClosky-Principal Becket/Washington

Mike Henault- Assistant Superintendent

Jared Shannon-Athletic Director and Dean of Students at WRHS/Parent

Sara Kelley-Parent

Christie Higuera-Parent

Roberta McCulloch-Dews-Parent

Meg Shannon-Parent/Teacher

Sabrina-Iberkshires

Alison Peters-Director of CRA

Gary Campbell-Vice Principal Nessacus

Becky Neet-Principal Craneville

Florence Afanukoe Multicultural Bridge

Stephanie Wright Multicultural Bridge

Beth O'Connor-Admin. To Principal Nessacus

Welcome by Leslie Blake-Davis

- All are welcome-reiterated that all belong and all voices are heard
  - We want to make sure that folks are welcome to attend any meeting,
  - Do not have to attend every meeting, minutes and information on CBRSD website [CBRSD DIVERSITY, EQUITY, AND BELONGING STEERING COMMITTEE](#)
- Sent out through the school family communication newsletter that anyone can come, all are welcome, we will increase notification of meetings and Tenets of Belonging through social media and the website. LBD will make sure everyone will get the newsletter.
- Appreciate everyone being here and doing this work-all voices being heard
- Nessacus had student Peer Leadership training last few weeks-No Place for Hate-they will be Peer Mediators to the school, following in WRHS footsteps
- Took the work we talked about at last meeting into a classroom, asked the question-
  - What does it take or are the character traits to belong to WRHS-
    - Discussion on this topic Choosing literature through a lens of belonging
    - A great take away from our last meeting-how to put belonging discussion in action in a classroom setting

Mike Henault

- Book studied to anchor the work?
  - Reached out to the DEI Dean at Vanderbilt University-suggested to ground the work in videos and podcasts, At each meeting take the message out of that meeting and let all voices be heard. Suggested looking at shorter articles and not a long book study.
- Look at diversifying our libraries and that books are diverse-LGBTQ books, People of Color, making sure our History and ELA books/curriculum are becoming more equitable. Content coordinators are looking for more relevant books so that more of our students are represented in literature. More funding has gone into diverse books/curriculum.

Belonging-Please read the article that can be found by clicking on this [link](#)

- Take 15-20 minutes read the article and then share out with partner on what resonated with you about the article
- Share out:
  1. Trust-very important-how to build it and be in good community with each other
  2. Need more support people- how to build trust in every building
  3. Students can support each other
  4. Training folks in the community to do this work, a lot of energy, training everyone to be in alignment
  5. Professional Development needed to do this work
  6. Trust is the foundation-people in buildings have to trust each other
  7. Once trust happens then belonging starts-talked about titles and how that follows through in the families, students and staff
  8. Time-it takes time to build relationships and trust-
  9. Relationships-take time to have the conversation even if it takes extra time, circle back to have the conversion if needed, being truthful-staff being unified when that happens then it is modeled for all. Partner with other faculty/staff with conversations/relationship-ask folks that may have a relationship with a student to have a conversation if you don't yet have one with a student.
  10. The why-why are you having the conversation-explain the why so you both can have a conversation and understand
  11. Form relationships-how do we reach out to our community partners and what does that look like from day one
    - a) Example-When you call a parent as principal would like to get to the get to the point where parents are not nervous when you make the call-build a relationship that we are here to help and partner
    - b) Change mindset-so kids, parents and staff that everyone is learning and working together towards belonging
  12. CRA-Mainly Sports can be clicky and hard for some kids to get involved in-working on making sure all the kids feel included, talked to coaches sitting down and asking for each team to create goals, building lines of communication and trust-We can't change things overnight but can help with mentoring kids who are looking for a place to belong.

13. Coaches-if we aren't going to give them a chance then who is-remember the why-belong-accepting, grow up in a community where all feel accepted
14. Unlearning is a key- learning is deep seated learning, to start process somethings need to be unearned
15. Appreciative the example of the student- that they could speak out and that the student felt safe and that the others learned from that conversation between the student/teacher
16. Safety in environment that you are in-key element
17. If do not feel safe-key behaviors will start need to build trust and model
18. Safety-are cues and energy in a room when folks walk in -question-can that be taught-example-standing in a door and greeting the student as they walk into a room-this does help builds trust
19. Knowing names-that helps
20. Respect that teachers have for students-the conversation-I hear you and respect you- may possibly change the discussion, there is know one way to do what you are doing. Open minded, value the importance of all when teaching, whether giving background so everyone understands background and learning together about the concepts.
21. Safe spaces and trusted space-make sure to adjust issues in the moment-even if you have to re-adjust
22. Building relationship Practise-5 feet-10 feet rule-10 feet away- a least look up an acknowledged the person, 5 feet then you verbally talk to person to acknowledge
23. Greeting kids when they come in to the building-that is a good way to set a tone-greeting them and music going at the WRHS in morning
  - a) Helps to have acceptability and psychological trust
  - b) Faculty/Staff who interact in hallways or outside of school is a good way to build trust with students

#### Next Meeting:

- suggestions on what we can do at the schools-tools for our toolboxes-what are we doing that works
- Mission and vision statement shared next meeting
- Dinner together-pick a date in March
- Please give one word that comes to mind for the end of the meeting:
  - Joyful,informed, positive, encouraged vibes validated, informed, connection, energized, curious, energy, optimistic
- Will send notes out, look at videos that are linked in agenda-look at the videos through all the lens of who is being represented in the video just food for thought
- Thanked everyone for coming and being part of such great DEI work for CBRSD

