

## DEI Working Group Agenda/Meeting Notes

<b>Date</b>	<b>March 1, 2023</b>																
<b>Attendees</b>	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Marybeth Brust</td> <td style="width: 50%;">Kristi Cullinane</td> </tr> <tr> <td>Jessica DeLorenzo</td> <td>Jon Connaughton</td> </tr> <tr> <td>Marc Talbot</td> <td>Maureen Jasie</td> </tr> <tr> <td>Michael Murphy</td> <td>Sabrina Mainini</td> </tr> <tr> <td>Erica Swift</td> <td>Meg Libby Mueller</td> </tr> <tr> <td>Jen Simmons</td> <td>Lindsay Newton</td> </tr> <tr> <td>Mark Galligan</td> <td>David Norman</td> </tr> <tr> <td>Saviz Safizadeh</td> <td></td> </tr> </table>	Marybeth Brust	Kristi Cullinane	Jessica DeLorenzo	Jon Connaughton	Marc Talbot	Maureen Jasie	Michael Murphy	Sabrina Mainini	Erica Swift	Meg Libby Mueller	Jen Simmons	Lindsay Newton	Mark Galligan	David Norman	Saviz Safizadeh	
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<b>Review of Leadership Norms</b>																	
<p><b>*Focus Area Reports: The focus area reports reflect the work done in small groups in February 2023.</b></p> <p><b>Bullying Prevention</b></p> <p><b>Enrichment PD/Community Opportunities</b></p> <p><b>Mental Health/ Safe Spaces</b></p>	<p>Below is a synopsis of our discussion:</p> <p><b>Bullying Prevention-</b>  The group presented their thoughts around a community communication tool that would include links to a Guide/Tool kit for people who are outside of school to understand the complexity of managing support for both the target and the aggressor. The goal would be to create a culture of empathy where students feel empowered to support others through various strategies: one-to-one, speaking to an adult, or confronting the aggressor.</p> <p>It was noted that Titan Talk could serve as a venue for students to report bullying anonymously.</p> <p>It was noted that support should also be in place for our students (LGBTQ, Black, BIPOC, Latino, Asian, disabled), who are often called upon to represent “their” group (formally and informally) when these situations occur.</p> <p><b>Enrichment PD/Community Opportunities-</b>  The group has started an “ages and stages” document compiled through different templates they collected, which focuses on the state frameworks by grade and how students may react at different levels. For example, a discussion on The Stonewall Riots/Uprising would look very different in grade 5 v. grade 11, although the event is part of both HSS Frameworks.</p>																

	<p><b>Mental Health/Safe Spaces-</b>  Administrators spoke with Cartwheel Care, a telehealth company providing mental health support through licensed clinicians, to address an ongoing post-pandemic need around finding mental health providers. There are a variety of models: 1 to 1 student counseling, 1 to one parent support, and case consults with school practitioners.</p> <p>There are a variety of implementation strategies that could be possible. The services are provided from 8 AM to 8 PM. Partnering with other towns to pilot this project is also possible. Funding options will be explored, but it is likely grant funding could offset initial costs.</p> <p>One concern surrounds the timing of sessions, as we don't want students missing class time or attending a session and then returning to class upset after a difficult conversation. Maximizing the before and after school times was emphasized.</p>
<p><b>Bring it to the table</b></p>	<p>There was a question about the length of time the group would meet. Our initial thinking was two school years.</p> <p>There was a question about how information is shared with School Committee. The DEI Working Group is not a sub-committee of SC, but rather a working parent group intended to advise the superintendent. We do not make formal reports to SC. However, we do have a SC member in the group, and she is able to share information when the SC asks for updates from the superintendent.</p> <p>There was a concern that the group has identified "safe" goals and that we should be talking more about our marginalized groups. Discussion ensued about being intentional in our goals to consider marginalized populations when recommending changes to the superintendent.</p>

	There was a discussion about vocational education and how the goal to provide vocational opportunities is also or could be an equity issue.
<b>Next Meeting: Focus Groups</b>	<b>April 5, 2023.</b>

