

DEI Working Group Meeting Notes

Date	November 2, 2022																								
Attendees	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">Erin Obey</td> <td style="width: 50%;">Kara Cella</td> </tr> <tr> <td>Marybeth Brust</td> <td>Jon Connaughton</td> </tr> <tr> <td>Jessica DeLorenzo</td> <td></td> </tr> <tr> <td>Marc Talbot</td> <td></td> </tr> <tr> <td>Donna McGarrigle</td> <td>Kristi Cullinane</td> </tr> <tr> <td>Michael Murphy</td> <td>Jeff Hurst</td> </tr> <tr> <td>Erica Swift</td> <td>Maureen Jasie</td> </tr> <tr> <td>Jen Simmons</td> <td>Sabrina Mainini</td> </tr> <tr> <td>Mark Galligan</td> <td>Megan Libby-Mueller</td> </tr> <tr> <td></td> <td>Lindsay Newton</td> </tr> <tr> <td></td> <td>Mike Quinn</td> </tr> <tr> <td></td> <td>Karen Rainer</td> </tr> </table>	Erin Obey	Kara Cella	Marybeth Brust	Jon Connaughton	Jessica DeLorenzo		Marc Talbot		Donna McGarrigle	Kristi Cullinane	Michael Murphy	Jeff Hurst	Erica Swift	Maureen Jasie	Jen Simmons	Sabrina Mainini	Mark Galligan	Megan Libby-Mueller		Lindsay Newton		Mike Quinn		Karen Rainer
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Book Display	Books recently purchased to reflect diversity, equity and inclusion in our K-4 classrooms were displayed for the DEIWG to view. The list of books was also included for the group and is attached to these notes.																								
Review of Leadership Norms Welcomes and Introductions	Review of group norms. We welcomed new members to the group.																								
DEI Working Group What is our role?	<p>Marybeth outlined the difference between a parent/community working group which serves to advise the superintendent versus a group that votes to enact change. Our role is to bring the lived experience of students, families, and caregivers to the group and to research and recommend areas of growth and change.</p> <p>Erin shared that the names of the group would be posted on our website and that moving forward we would post the meeting notes to be as transparent as possible about the work we are doing</p>																								
Bring it to the table	<p>John C. spoke in reference to our last meeting about the importance of identity. He referenced that our work should focus on breaking down negative narratives that are learned versus positive, lived experiences. John spoke about his own experiences with identity.</p> <p>Kristi C. asked about the Civil Rights Survey and how it is developed. She inquired about the use of</p>																								

	<p>an independent auditor that might be bias free versus district and school administrators.</p> <ul style="list-style-type: none"> • Discussion centered on how kids are feeling about schools and adults and what tools we use to assess a healthy school culture. • Erin identified, a <i>connection to a trusted adult in the building</i> as one measurement which is assessed through multiple means: At Risk Youth Behavior Survey, NEASC Student Self Study Survey, VOCAL data from DESE and the Civil Rights Survey. • Marc T. and Donna explained how they gather data and seek to connect students to school. Both principals remarked on the positive trends in data around having a trusted adult connection in school. • John C. requested survey data be examined by subgroups to identify trends.
<p>Glossary of terms</p>	<p>A list of terms shared by Lindsay N. and a list of terms developed by the SJWG was distributed.</p> <ul style="list-style-type: none"> • Developing a DEI glossary will be a focus group so that we are all using the same language. • The glossary will be updated regularly to reflect change. • The glossary will be posted on our website.
<p>Potential Focus Areas for '22-23</p>	<p>Areas included the following:</p> <ul style="list-style-type: none"> • Glossary of terms -Mike Q. identified the need to update the lists as often the language changes: LatinX v. Latino • Enrichment/ Professional Development Supports for Teachers: skills for classroom instruction around DEI and other sensitive topics, difficult conversations. • Character development curriculum • Mental Health -Donna M. described the Signs of Suicide curriculum currently in progress at PCMS with faculty and staff that will be expanded to families, caregivers, and students in the upcoming months.

	<p>-Marc. Explained the continuation of that work in Grade 9 through Health and Wellness classes.</p> <ul style="list-style-type: none"> • Safe Spaces: Maureen J. identified the bus as an area that should be examined, and other unsupervised spaces were mentioned as areas to explore. Lindsay N. mentioned affinity groups as another area often considered a safe space. • Community opportunities for workshops and presentations. • Anti-Bullying curriculum or enrichment opportunities to include a focus on empathy and language expectations around religion, race, sexual orientation, and sexual identity etc. <p>-Conversation ensued about learning from experiences versus only punishment. The complexity of the bullying world was emphasized by Marc T. when describing an experience at school this summer and fall and by Kara C. when describing a situation with her daughter.</p> <ul style="list-style-type: none"> • Susie S. asked that we add health both physical and mental to the list related to bullying.
Next Meeting:	December 7, 2022.

Date	