

DEI Working Group Meeting Notes

Date	October 5, 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>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>Susie Scholl</td> <td>Meg Libby-Mueller</td> </tr> <tr> <td></td> <td>Lindsay Newton</td> </tr> <tr> <td></td> <td>David Norman</td> </tr> <tr> <td></td> <td>Mike Quinn</td> </tr> </table>	Erin Obey	Kara Cella	Marybeth Brust	Jon Connaughton	Jessica DeLorenzo	Kristi Cullinane	Michael Murphy	Jeff Hurst	Erica Swift	Maureen Jasie	Jen Simmons	Sabrina Mainini	Susie Scholl	Meg Libby-Mueller		Lindsay Newton		David Norman		Mike Quinn
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Welcomes and Introductions Review of Leadership Norms	<p>We welcomed new and returning members to what was formally the Social Justice Working Group.</p> <p>Review of group norms; open for review and additions.</p>																				
Review of Original Goals	<p>When reviewing the goals of the SJWG, the DEI WG suggested the additions of:</p> <ul style="list-style-type: none"> • <i>Sexual orientation, religion, and all intersections</i> to the list of students and families who have been historically marginalized. • A lengthy discussion of intersectionality and what that meant and how that ensures equity of access and opportunity ensued. • Discussion also centered around social emotional learning and what that meant: CASEL was identified and recommended as a good starting place for learning about the 5 Competencies: https://casel.org/fundamentals-of-sel/what-is-the-casel-framework/ • It was recommended that we develop a Glossary of Terms. • Lindsay Newton volunteered to share a list she developed, and Jessica DeLorenzo noted that the SEL SJWG subcommittee may have developed one a few years ago. • We will review these glossaries at our 11/2 meeting. 																				
Celebrating Community	<p>Marybeth shared the work that the administrative team was doing by participating in a three-year workshop, Culturally Responsive Leadership Practices. Two parent representatives, Kristi</p>																				

	<p>Cullinane and Sabrina Mainini also participate in this workshop.</p> <p>The 21-22 focus of the group was to develop a goal around DEI.</p> <p><i>Pembroke developed a district goal: By the Fall of 2022, PPS will establish a Celebrating Community Working Group at each of our schools. The goal of each school group will be to provide opportunities for all populations to be a part of the larger PPS community and to communicate weekly the work and celebrations of our community.</i></p>
<p>Brainstorming Focus Areas for '22-23</p>	<p>Areas included the following:</p> <ul style="list-style-type: none"> • Anti-Bullying curriculum or PD to include a focus on empathy and language expectations around religion, race, sexual orientation, and sexual identity etc. • Professional Development Supports for Teachers: skills for classroom instruction around DEI and other sensitive topics, difficult conversations. • Character development curriculum • Representation in the curriculum of diverse groups v. tokenism • Mental Health • Safe Spaces • Community opportunities for workshops and presentations.
<p>Next Meeting:</p>	<p>November 2, 2022.</p>

