

**Manchester Public Schools
Board of Education
Diversity, Equity, and Inclusion Subcommittee
Minutes
October 21, 2020
6:00 PM**

The meeting was held virtually and began at 6:00 PM.

Members Present: Peter Meggers, Tracy Patterson, Darryl Thames Sr.
Others Present: Diane Clare-Kearney, Matt Geary, Sophia Krisch

The members reviewed the Board of Education resolution on Promoting Equity and Antiracism.

Dr. Clare-Kearney, Director of Equity and Adult Education have an overview of the district equity work to date. Below are some key priorities:

- Create a strategic plan to promote a culture of anti-racism, diversity, and inclusion.
- Establish and facilitate a district-wide Equity Leadership Team, composed of administrators, teachers, support staff, students, parents, and community members.
- Strengthen school based Equity Leadership Teams.
- Engage all staff in professional learning related to cultural competence, anti-bias training and conversations about race.
- Identify community partners and develop a collaborative body to engage in community conversations that will lead to systemic improvements.
- Center student voices in matters related to anti-racism, diversity, and inclusion.

Mr. Meggers expressed that we should put an emphasis on parental communication. Programming or professional development that engages parents in conversations around race to get them talking and to get them comfortable without being judged would be good.

Ms. Patterson echoed the same thoughts. She suggested that perhaps we can connect with families through zoom or google meets or provide resources and/or videos about racial equity to help parents get comfortable and to inform.

Mr. Thames said he would like some time to reflect on what he thinks an actionable step should be. He is concerned about the perceptions and the messages that are being conveyed politically.

Mr. Geary shared that future meetings will include community organizations who have an interest in racial equity work. This meeting was organizational to brainstorm thoughts and ideas from Board members about what the goal and focus of the committee will be.

Respectfully Submitted,
Matt Geary