

# Meeting minutes for June 2024 SEPAC/DEIB

June 10, 2024

Meeting start: 5:33pm

Introductions: 5 staff, 5 parents +1 via Zoom

What does each group do?

**SEPAC** focuses on bridging the communication between school and parents. It is state mandated. It helps have a group to bring concerns and to help with the communication to the school. It really takes a village and the lines of communication need to be open or else the village will crumble. One of the things SEPAC is trying to work on is building resources available for the parents and help them more easily know what steps they can make and who to get into contact with for those resources. We are hoping to have more of a plan going forward on what to offer for trainings and events. We are available on our facebook group and by the SEPAC email. We are in the process of making a SEPAC brochure that will be handed out at IEP meetings to parents and at events that we have a table, to help bring more awareness to the group. We usually decide what to talk about each month based on parents reaching out to us with concerns that they would like brought up.

*\*Having a flowchart and roadmap for chain of command/ roles and responsibilities, and making it easier for parents to access these. Making sure that titles are updated on the website for the staff.*

*\*We are aiming on having the SEPAC be the bridge for communication between parents and staff.*

*\*Figuring out a way to make the student services website a little more parent friendly and putting more resources available on the website, making sure that the website is kept up to date.*

**DEIB** group is a little over a year old. It was appointed by the school committee. It focuses on Diversity, Equity, Inclusivity, and Belonging. The audit wasn't very actionable, and didn't give a lot of feedback. DEIB are still working on what next steps will be. This year was really spent getting to know each other and discuss what it would look like to serve our students.

*\*How does the DEIB committee decide what is going to be discussed at each meeting?*

*Answer: Nothing has been established at this time.*

*\*Audit brought forward professional development with staff.*

*With this PD:*

*1/3 of the staff has really worked on being inclusive and making their shift.*

*1/3 is working on it.*

*1/3 is a little resistant on change. What are their reasons for resistance?*

*\*Students with disabilities are the most underserved in the HVRSD.*

*\*Students with disabilities make up 25% of the HVRSD population.*

*\*Policy changes need to be brought to the school committee, for them to approve changes.*

*\*Making sure that more inclusive mindset is being brought into event planning and decision making. Making students with disabilities the front of decision making.*

*\*Many students with disabilities are unable to attend school events. Making sure that there may be staff to help with after school events.*

*\*Helping find areas of growth. What areas are we striving as a district and what areas may need help.*

*\*It is important that we advocate and consult with each other.*

*\*Both groups are in our infancy. Can we meet with other DEIB and SEPAC groups in Northern Berkshire County. We can see what has worked for them and learn from what they have been doing.*

*\*More representation is needed.*

*\*Are there more parent groups or the ability to have a parent representative for DEIB?*

*\*Both groups really need to work closely to break the traditional school setting.*

*\*A district wide equity pause and maybe making a checklist on what needs to be paid attention to.*

*\*Possibility of creating a side by side student SEPAC. Allowing the students to start advocating for themselves and being involved in voicing their needs, instead of only adults trying to discuss what we believe the students with disabilities need.*

*\*We would like to do a quarterly check in with DEIB. Kristina, Jen, Nichole and Kristen with discuss when.*