

Diversity, Equity, Inclusion, and Belonging (DEIB) Meeting Agenda

Purpose Statement:

"We exist to advocate for, include, and uplift the voices of historically underserved members of the Hoosac Community."

Date: May 7, 2025

Time: 5:30 PM

Location: Hoosac Valley Middle and High School Resource Center

Attendees: Susan Sauve, Monica Zanin, Kelly Riechers, Jen Solak, Erin Milne, Julia Marko, Kristen Palatt, Aaron Dean

1. Welcome and Review of Previous Meeting

- Brief recap of key discussions and decisions from the last meeting
- Accept Minutes: [4-2-25 DEIB Meeting Notes](#) , Move Jen, Second Kelly
- Follow up Items:
 - School committee taking a stance on Hoosac being a safe place for all students- in line with the Diversity Equity Inclusion and Belonging purpose statement: *"We exist to advocate for, include, and uplift the voices of historically underserved members of the Hoosac Community."*
 - *Going forward we will be intentional with our committee name: Diversity Equity Inclusion and Belonging Committee*
 - [SAAB updates](#) (Kristen)
 - Follow up on marketing plan for district
 - Stacey Parsons to connect the DEIB Committee with Derrick, SPIRIT Connection

2. Attendance letters

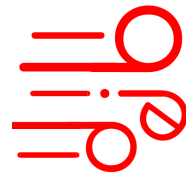
- [Letter 1 sample](#)
- [Letter 2 sample](#)
- [Letter 3 sample](#)
- Discussed edits to the letter to invite discussions and use of resources
- Adapt process and create consistency to the process and changes across the district
- Personal phone calls for chronic absenteeism?
- Next steps: Aaron will shared edited letter for approval, Aaron will discuss recommendations to protocols with admin team and bring an updated DRAFT process back

3. HVRSD District training plan for DEIB:

- Recommended course catalog summer professional learning series (dates/sponsored)
- Deeper Dives in Trauma and Resilience Series (Shared by Missy)
- NAACP White Learning Circle: Paid opportunity for educators
- Desire to expand programming for students into Elementary level
- Possible district-wide anti-racism book study

4. Long-Term Goals Progress Review

- **Examining Data & Giving Voice to Underserved Groups**
 - Update on the pipeline between stakeholders (SEPAC, School Committee, District).
 - Progress on bringing Dropout Prevention data to the DEIB committee.



- Updates on Crew and data collection.
- **Policy & Strategic Plan Recommendations**
 - Assessing partnerships with outside agencies (DAs office, Elizabeth Freeman Center, Choices, Optimal Healing)
 - Review of key policy areas: attendance, grading, behavior, communication, curriculum, professional development, and district improvement plans
 - DEIB and PR leadership roles - establishing systems/structures
- **Professional Development for Inclusive Schools**
 - Exploration of PD that addresses POP
 - Updates on Bloomz training rollout (1/15/2025).
- **Stakeholder Engagement & Communication**
 - Affinity group exploration.
 - SAAB and engagement efforts
 - Principal newsletters - content and impact

5. Other

- Sponsoring programming for ES for anti-racism
- CPPI - Young Hearts/Open Minds

6. Next Meeting and Action Items

- Aaron will shared edited letter for approval, Aaron will discuss recommendations to protocols with admin team and bring an updated DRAFT process back
- Bring ideas for anti-racist programming (especially at ES)
- Be prepared with ideas to finalize for summer PD series