

Present: Tracey Marano, CSC; CCSC, DEI Subcommittee Chair
Sara Wilson, CCSC
Court Booth, CSC; CCSC

Present from Administration:

Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD
Andrew Nyamekye, Director of DE&I
Kristin Herbert, Assistant Superintendent of Teaching & Learning

Guest: Dr. Paula Martin, Cultural Competency Consultant

I. CALL TO ORDER & ROLL CALL Ms. Marano called the meeting to order at 12:02 pM. Roll call attendance was taken: Marano, aye; Booth, aye; Wilson, aye.

II READING OF THE MINUTES: Mr. Booth requested reading of the minutes be moved to the next meeting.

III. Survey and Focus group training: Mr. Nyamekye discussed the equity audit focus groups noting that SC would have their focus groups in early January.

IV. DEI DIRECTOR UPDATE: Mr. Nyamekye discussed convening a DEI strategic plan committee once the survey report comes in. This committee will meet in the spring (April- July 1). He is currently preparing data on hiring initiatives that includes information about the ability to attract and retain a diverse faculty and staff. He will bring a comprehensive DEI update to the SC in February.

V. IDEAS workshop training Dr. Martin reflected on where the districts were now and noted that now there is a thread that runs from top to ground that facilitates conversations across the schools and stakeholders. She described IDEAS SC PD training that is 3 3hr sessions that would start with getting the SC in sync with the language and resources the teachers used and then equip the SC members with the tools they need to move the conversations forward.

VI. ANTIRACISM ACTIVITY AND DISCUSSION Conversation centered around attributes of an antiracist school district.

VII. PUBLIC COMMENT None

VIII. ADJOURNMENT Motion to adjourn was made by Ms. Wilson, seconded by Mr. Booth. The motion was approved by all in favor, and the meeting adjourned at 1:40 PM.

Respectfully submitted,
Sara Wilson

Abbreviations:

CCHS	Concord-Carlisle High School
CCRS	Concord-Carlisle Regional School District
CCSC	Concord-Carlisle Regional District School Committee
CCTA	Concord-Carlisle Teachers' Association
CDC	Center for Disease Control & Prevention
CEF	Concord Education Fund
CMLP	Concord Municipal Light Plant
CMS	Concord Middle School
CMSBC	Concord Middle School Building Committee
CPS	Concord Public Schools
CSC	Concord School Committee
E&D	Excess and Deficiency
DEI	Diversity, Equity and Inclusion
FINCOM	Finance Committee
MDPH	Massachusetts Department of Public Health
OPEB	Other Post-Employment Benefits
PD	Professional Development

SC

School Committee