

**Meeting Minutes**  
**CSC/CCSC DEIB Meeting**  
**January 17, 2023**

Present: Tracey Marano, Chair, CCSC; CSC  
Alexa Anderson, Chair, CSC; CCSC  
Carrie Rankin, Vice Chair, CSC; CCSC  
Sharon Whitt, Vice Chair, CCSC  
Courtland Booth, CSC; CCSC  
Cynthia Rainey, CSC; CCSC  
Domingos DaRosa, CCHS METCO Rep  
Ayesha Lawton, CPS METCO Rep  
Dr. Carroll Blake  
Dr. Kalise Wornum

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD  
Kristen Herbert, Asst. Supt. of Teaching & Learning, CPS & CCRSD  
Andrew Nyamekye, Director of DEIB

**I. CALL TO ORDER & ROLL CALL**

Ms. Marano called the CCSC meeting to order at 5:00 PM, noting that the meeting was being recorded.

**II. PUBLIC COMMENT**

1. Robert Egri, 8 Wildwood Drive, Carlisle MA. Mr. Egri noted that the CCHS trips seem to be Eurocentric and hoped that diverse locations are included in the future trips.
2. Leslie Fisher, 43 Middle Street, Concord MA. Ms. Fisher noted the importance of DEIB efforts, noting that she was looking forward to hearing the survey results and plans for district to further its DEIB efforts.
3. Joe Palumbo, 90 Blackhorse Place, Concord MA. Mr. Palumbo noted the importance of education and thanked the district for its hard work around DEIB.
4. Elizabeth Cobbs, 31 Pond View Lane, Concord MA. Ms. Cobbs asked the SC to share the report on the screen during the meeting and commended Mr. Nyamekye on the events the previous day at the MLK event at the high school.

**III. DISCUSSION**

**A. Equity Audit Outcomes with KW Consultants.** Mr. Nyamekye introduced Dr. Wornum and Dr. Blake, noting their many years of experience in helping districts develop comprehensive equity goals and systems of accountability. He stated that this equity audit has been a two-year process, noting the thoughtfulness of making sure all community voices were heard.

Dr. Wornum and Dr. Blake presented on the Equity Survey, reviewing their overall approach of listening posture while being collaborative and informative, encouraging honest and open feedback. They provided a summary of the surveys given to faculty and staff, students grades 6-12 and all parents and caregivers. They shared the idea of using the "ACORN" (Achievement, Challenges, Obstacles, Recommendations and Needs) model during the focus groups and the seven categories of Strategic Recommendations: Relationship/Connectedness, Awareness of barriers/Issues for people of color, Supportive environment for people of color, Welcoming/Sense of Belonging, Comfort in Addressing DEI-Related Concerns, Dismantling racism and Voices.

Hiring and Diversity recommendations were reviewed, including: developing and promoting an ambitious hiring goal, developing an incentive program that could address housing concerns, developing a mentoring

program for teachers of color and bringing them in as a cohort to encourage retention. Recommendations around METCO and BIPOC students were reviewed: developing a system of guaranteed transportation for MECTO students to increase participation and increasing BIPOC student participation in AP and high-level courses. Professional Development recommendations were reviewed: providing mandatory PD for faculty and staff around cultural responsive teaching and anti-racist training and faculty and staff want more directive and actionable steps for everyday practices. Family and Community recommendations were reviewed, including: providing parent workshops on anti-racism and increasing the collaboration with the town around DE&I efforts. Student Involvement recommendations were reviewed, including: ensuring that DE&I topics are thoroughly integrated in the elementary curriculum and developing a micro aggression/discrimination/bias reporting process.

Members discussed the recommendations with Dr. Wornum and Dr. Blake. Dr. Wornum and Dr. Blake noted the importance of making sure student experiences are acknowledged and that the current ongoing DEIB work in the district is shared out. They spoke to the importance of continuing DEIB efforts in spite of being afraid of making mistakes along the way.

Ms. Marano asked Mr. Nyamekye to share about the town-wide Martin Luther King Jr. event that occurred the previous day held at CCHS in collaboration with COAR (Communities Organizing Against Racism). Mr. Nyamekye stated that Food Services provided breakfast, a film screening of *Who We Are: Chronicle of Race in America* was held, and a panel of community leaders on equity and inclusion spoke about the work they are doing within their organizations. Mr. Nyamekye noted that there would be other opportunities to view the film *Who We Are: Chronicle of Race in America* across the community. Ms. Lawton noted her displeasure with the anti-law enforcement agenda within the movie, recommending that other angles be shown as well.

#### **IV. Adjournment**

Ms. Marano adjourned the meeting at 6:29 PM.

Respectfully Submitted,

Erin Higgins

Approved: 3.8.23