

# F.W. Parker Charter Essential School

## Minutes

### Diversity and Enrollment Committee Meeting

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#### Date and Time

Monday August 28, 2017 at 4:30 PM

#### Location

Todd's office at Parker

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#### Committee Members Present

C. Igoe, G. Penna, J. Corazzini, L. Warner, T. Sumner

#### Committee Members Absent

B. Cohen, M. Mestre Price

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### I. Opening Items

#### A. Record Attendance and Guests

#### B. Call the Meeting to Order

L. Warner called a meeting of the Diversity, Equity and Inclusion Committee of F.W. Parker Charter Essential School to order on Monday Aug 28, 2017 at 4:40 PM.

#### C. Approve Minutes

L. Warner made a motion to approve minutes.

G. Penna seconded the motion.

The committee **VOTED** unanimously to approve the motion.

### II. Diversity and Enrollment

#### A. Summer Tasks

Each member reported out on the summer tasks, and we made a list of tasks to be continued this year. Laura W. will connect with MPDE and will let others know about their upcoming conference on 10/18. Glenn forwarded the name of a facilitator from Park and

Colin explained Lawrence Academy's strategy for hiring and diversity. Joe talked about using a rubric for hiring and how that can remove implicit bias.

## **B. Charter Responsibilities**

We discussed bringing the definition of "diversity" to the faculty, and getting clearer on our own definition.

We discussed the different "workstreams" of the charter, including teacher hiring and recruitment, student recruitment for the lottery and working at the legislative level towards things like a weighted lottery.

We discussed the "work of the school" and the Race, Privilege and Equity teacher working group and how their work is different and where it overlaps.

## **C. Data about Parker Demographics**

In our September meeting, we will examine baseline demographics for student and faculty at Parker.

## **D. Tasks moving forward**

We discussed beginning with student and faculty demographics in order to better understand our "baseline" and then setting targets for change, along with specific strategies attached to each target. EDC to evaluate data for both students and teachers in parallel.

Todd will reach out to Maria Vasquez regarding joining the EDC, based upon an interest in having a member from Leominster.

# **III. Closing Items**

## **A. Adjourn Meeting**

G. Penna made a motion to adjourn the meeting.

L. Warner seconded the motion.

The committee **VOTED** unanimously to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 6:00 PM.

Respectfully Submitted,  
L. Warner