

F.W. Parker Charter Essential School

Minutes

Diversity and Enrollment Committee Meeting

Date and Time

Wednesday July 29, 2020 at 7:00 PM

This meeting will be held virtually via Teams and can be accessed by committee members and the public using the following link: <http://parker.school/diversityandenrollmentcommittee>

Committee Members Present

M. Silva-Rosa (remote), R. Whalen Crockett (remote), T. Sumner (remote), T. Testa (remote)

Committee Members Absent

A. Hamilton, P. Madera, S. Reinhorn

Guests Present

G. Penna (remote), M. Beganski, Z. Basma (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

M. Silva-Rosa called a meeting of the Diversity, Equity and Inclusion Committee of F.W. Parker Charter Essential School to order on Wednesday Jul 29, 2020 at 7:00 PM.

C. Approve Minutes

II. Diversity and Enrollment

A. Introductions and Starters

1. Introductions,
2. Zayna shares how her Alumni meeting went.

3. **Starter: What do we call ourselves?** In 2017 the name of this committee changed from *Enrollment* to *Diversity and Enrollment*. Then in 2019 it was also referred to as Diversity, Inclusion and Enrollment. Question: Does our name fit our work? If not, what are our next steps? **Group discussion:** The original version was around enrollment. The board was trying to signal support for a long term effort to make some changes to statute so that individual charters like our could exercise some discretion around how they organize enrollment policy. Initially this was to create an exemption for Parker faculty, there was an advocacy group that worked on the state level. Three to four years later, we bonded with a new focus on Diversity and Inclusion, specifically with our attention towards the student lottery and hiring a more diverse faculty. The conversations evolved to discuss the importance of including equity. The group proposes to the board that the new name will be Diversity, Equity and Inclusion. A motion to the board will be made at September BOT meeting.

Motion draft: The Diversity and Enrollment Sub-Committee proposes to change the name of this committee from Diversity and Enrollment to Diversity, Equity and Inclusion.

Rationale: Initially, this committee served to organize enrollment policy, and specifically worked to create an exemption for Parker faculty. This work advanced to an advocacy group working at the State House and the sub-committee advanced to focus on increasing diverse enrollment and faculty staffing. In light of the June 2020 resolution, and with an interest in supporting the Parker school community in a stance of anti-racism, the committee believes Diversity, Equity and Inclusion would be a more appropriate name.

B. Tuning of the draft document created by Mario

Questions to guide the process: Is this the right goal? Are the Strategies A-D the ones we need to focus on for 2020-2021? What is the work of this committee, a sub-committee of the Board, as it works for Diversity, Inclusion and Equity [Enrollment]? How do we stay in our lane as well as support the faculty and larger Parker community as they work for Diversity, Inclusion and Equity?

Suggestions/Questions to support future edits to these goals:

- There needs to be a new goal oriented towards the Board's June affirmation of Black lives matter. How can this committee explicitly enhance and enrich this resolution?
- How can we help the school advance their goals of anti-racism?
- Board members, especially those on this sub-committee, serve as through partners to Parker faculty and community members.
- What can board members do to affirm and support the work that faculty, staff and students are doing to build a more equitable world? How can we help message and consistently support this work? Do we need to do some intentional surveying/interviews of families who are living and breathing the Parker experience?

- What is our role with alumni voices? How does this intersect with our work? (The alumni voice is crucial as the current sample size of students of color is very small).
- How can we invite families to share (additional ideas: focus groups, tabling events during PLPs, witness and engage community, sponsor and attend events in name of inclusion and equity? Host film nights and discussion. How can we inspire conversation and dialogue?)
- How can this committee further support enrollment and branding so that more constituents can learn about Parker?
- Who else might serve on this committee? Specifically, what Parker community/parent members. We want to be certain that faculty and staff are not overstretched as their focus is on the work that faculty is doing.

C. III. Next steps, next meeting, next agenda

- Ruth, Mario and Todd will attend to revise goals.
- Ruth will draft a motion to the board. (included above)
- Next Meeting August 26th. (Canceled, rescheduled to Wednesday, Sept. 9th at 7:00 TEAMS)

III. Other Business

A. Comments from the public

None

IV. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:30 PM.

Respectfully Submitted,
M. Silva-Rosa

Documents used during the meeting

- DRAFT 2020-2021 Diversity Inclusion Enrollment.pdf