

F.W. Parker Charter Essential School

Minutes

Diversity, Equity and Inclusion Committee Meeting

Date and Time

Wednesday February 2, 2022 at 7:00 PM

Location

Remote meeting:

This meeting will be held remotely and can be accessed at the following short link:

<http://parker.school/deicommitee> or https://teams.microsoft.com/l/meetup-join/19:meeting_ZTNkNTU0OTAtYjgzNS00YzJILWI2ZWmtYmQ0YmMwMGNkODVI@thread.v2/0?context=%7B%22Tid%22:%226b8a842c-ea30-435a-b614-29db02b8771d%22,%22Oid%22:%2299b68448-2848-4d0a-b61d-8c39f299b07d%22%7D

Committee Members Present

J. Green, L. Hayner, M. Silva-Rosa, T. Sumner, T. Testa

Committee Members Absent

A. Vacca, G. Penna, R. Whalen Crockett

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 Feb 2, 2022 at 7:00 PM.

C. Approve Minutes

T. Sumner made a motion to approve the minutes from Diversity, Equity and Inclusion December Meeting on 12-01-21.

J. Green seconded the motion.

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

D.

Approve Previous Agenda

T. Sumner made a motion to approve the minutes from Diversity, Equity and Inclusion Committee Meeting on 02-09-21.

J. Green seconded the motion.

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

II. Diversity, Equity and Inclusion

A. Welcome -- Committee Development

B. Discussion of Actionable Items generated in December

Points 3 and 4 were discussed first:

3. Explore top ten CBOs in these communities. Once we have identified the targeted organizations,

we could help do that outreach. We could start to build those relationships.

Discussion: Future discussion and framing questions: What CBOs connect to the diverse pool of applicants we are hoping to reach?

4. Examine collateral (promotional materials) and all of our touchpoints. What story does this tell?

For example, on the website, is there a narration from seeing the ad on the bus, to seeing the

website, does it make sense? Will it cause us to keep connected? Does it all line up or seem

disconnected? How do we make things more closely connected?

Discussion: This goal is doable and actionable. Questions asked: How does this work overlap with development? What materials do they have? Set a date for March meeting to look at those items.

Looking closer at #3 and #4, we may want to separate them into influencing the pool of applicants and influencing the yield of who commits. Consider different strategies.

Examination of points #1 and #2:

1. Build a Parent of Color Core, individuals who would be willing to speak about their experience.

2. Anyone who comes to the morning/evening sessions, automatically we connect them with a

family of Color to respond to questions

Questions: What do we do once a family has been given a ticket? We provide them a list of families willing to answer questions. Not too many people of color come to the info session.

Idea: The materials that go out about parent contacts and information sessions include visuals (photos) of the parents. The cycle is too late to influence the pool, but can still influence yield.

Future note: We will have a deeper dive discussion into influencing the yield of acceptance. If 20 students of color, goal for all 20 to commit. How do you respond and communicate after the lottery? Considering all touchpoints through a diverse lens. Different cultures may have different things they consider, a family with a student that needs physical accommodations may wonder if they will have a connection.

Action Items:

1. create parent panel with photos.
2. gather collateral
3. Current State of #3 (route 2 path)

Future Agenda:

- look at collateral
- look over current state of #3
- reflect on parent panel, info sessions, influence on yield

C. Finalize Revision of 2021-2022 Goals

III. Other Business

A. Comments from the Public

no other business

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 8:00 PM.

Respectfully Submitted,
M. Silva-Rosa