

F.W. Parker Charter Essential School

Minutes

Diversity, Equity and Inclusion Committee Meeting

Date and Time

Monday October 7, 2024 at 7:00 PM

This meeting is hosted online. <http://parker.school/deicommittee>

Committee Members Present

B. Harrigan (remote), E. Moura (remote), J. Green (remote), K. Grabarek (remote), S. Razzetti (remote), T. Testa (remote)

Committee Members Absent

L. Hayner, M. Silva-Rosa

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

S. Razzetti called a meeting of the Diversity, Equity and Inclusion Committee of F.W. Parker Charter Essential School to order on Monday Oct 7, 2024 at 7:00 PM.

C. Approve Minutes

II. Diversity, Equity and Inclusion

A. Welcome and Connections

B. Update on Equity in Action Conference

1. Parker DEI stats update (Brian) BIPOC total enrollment 20%; as part of marketing efforts we to target communities of color; 33% 7th graders identify as BIPOC
2. Update on Equity in Action - Equity in Action (EiA) is a professional development series (cohort based) designed to help district leadership teams build capacity to

confront their biggest challenges in obtaining equitable outcomes for students, including strategic impasses, pressure from key stakeholders, and community divides. Identify problem of practice and then focus on that this year. What are we doing culturally in the curriculum and outside the curriculum to create a culturally affirming space.

- Krzysz asked if there is any data yet on how kids are doing at Parker; new BIPOC kids.
- Parker is also going to apply for the diversity faculty grant; comes with its own working group.

C. Goals: Review and Discussion

1. Goals Discussion

Subcommittee's purpose - For future consideration: "We are an intentionally diverse charter school" – Sonia to follow up; branding.... Diverse by design.... Diversity of language experience

Draft goals:

1. **Advise Enrollment Committee regarding BIPOC student recruitment, acceptance, and retention.**

1. **Support and monitor progress of school leadership and faculty level Equity in Action work focused on adaptive leadership in the DEI space.**

- Equity in Action (EiA) is a professional development series designed to help district leadership teams build capacity to confront their biggest challenges in obtaining equitable outcomes for students, including strategic impasses, pressure from key stakeholders, and community divides.
- MART cost subsidize– 3-4K total needed; make that shuttle free for 10 kids that are; consider if/how this could be supported by funding related to year 1 Strategic plan execution.

1. **Identify and facilitate one equity related capacity building activity for the DEI committee and Board of Trustees-**

- In order for Board members to better understand and build capacity to confront the biggest challenges in obtaining equitable outcomes for students, including strategic impasses, pressure from key stakeholders, and community divides.

1. **Longer term/Stretch goal – explore potential partnerships with historically BIPOC higher education institutions to develop a pipeline of BIPOC faculty.**

1. The meeting adjourned at 8:02pm; Brian made the motion to adjourn and Tiffany seconded the motion.

III. 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 8:02 PM.

Respectfully Submitted,
T. Testa