

# F.W. Parker Charter Essential School

## Minutes

### DEI Committee Meeting

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#### Date and Time

Monday November 4, 2024 at 7:00 PM

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

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#### Committee Members Present

B. Harrigan (remote), E. Moura (remote), J. Green (remote), K. Grabarek (remote), L. Hayner (remote), M. Silva-Rosa (remote), S. Razzetti (remote), T. Testa (remote)

#### Committee Members Absent

None

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### 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 Nov 4, 2024 at 7:10 PM.

#### C. Approve Minutes

E. Moura made a motion to approve the minutes from Diversity, Equity and Inclusion Committee Meeting on 10-07-24.

B. Harrigan seconded the motion.

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

### II. Diversity, Equity and Inclusion

#### A. Welcome and Connections

1. Tiffany – chatted about our favorite fall food to cook or go out to eat.

#### **B. Announcements and updates: transportation, tutoring, BIPOC affinity group**

1. Tiffany; shared English tutoring opportunity she is trying to set up for Parker students to tutor refugee children in Ayer; more to come on this next meeting

#### **C. Response to current hate speech incident**

1. Fourth swastika incident in 3 years; three incidents in the girls' bathroom
2. After each event, we send out correspondence; initial response to incidents is strong and then it quiets down and then another incident occurs; Rabbi Josh suggests to keep centering the students around our values; something to come on the educational side but next steps still in development.
3. Discussion: What more can we be doing as the adults that we could or should be doing? Student response needs to be encouraged versus students using the incidents as a call to action; Mario suggested engaging state police program related to hate crime awareness. Perhaps a school assembly where this awareness is shared with student body; assembly could be followed up by some work in advisory. Authority figures are good at stating the facts; stay away their own opinion; sharing the facts can be very powerful
4. Krzysztof shared student frustration around Parker not punishing students who; education community and action -> how Brian tries to frame it for the kids. How do we help the person doing this to feel more connected to the community-> that will bring the person back from place of hate. Asked if we have a curriculum around hate speech? Not sure.
5. Luciana asked us to consider adding a way to engage kids to come up with actions to be taken in addition to the hate crime awareness
6. Emily shared – students sharing their stories is very powerful; assembly should be soon in terms of timing given all that may fall out from the election on 05Nov.
7. Jon shared support for an assembly

#### **D. Update and feedback on Equity in Action work**

1. Brian shared the following :
  - “Parker just admitted the most racially and ethnically diverse class in our history. One third of the incoming 7th grade students and one fifth of the students overall identify as BIPOC. We are proud of the progress that we are making to increase the racial and ethnic diversity at Parker. We recently joined a professional development group led by the Harvard Leadership Institute to address the adaptive challenges faced by districts committed to equity and inclusion. We are focusing on the following challenge...

- How do we develop understanding and skill among the adults at Parker to meet the needs of racially and ethnically diverse learners? “

- **DEI Committee Prompt**

What does this goal mean to you? What feedback or guidance do you have for the faculty leading this work?

We will start the December meeting with responses to this prompt.

### **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