

F.W. Parker Charter Essential School

Minutes

DEI Committee Meeting

Date and Time

Monday December 2, 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), L. Hayner (remote), M. Silva-Rosa (remote), S. Razzetti (remote), T. Testa (remote)

Committee Members Absent

None

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

L. Hayner called a meeting of the Diversity, Equity and Inclusion Committee of F.W. Parker Charter Essential School to order on Monday Dec 2, 2024 at 7:02 PM.

C. Approve Minutes

L. Hayner made a motion to approve the minutes from DEI Committee Meeting on 11-04-24.

K. Grabarek seconded the motion.

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

II. Diversity, Equity and Inclusion

A. Welcome and Connections

Welcome and connections – the group shared what activity each of us do to balance the craziness of our busy lives. Meditation, music, working out/sports, reading, get outside in the morning/get air and sunshine, hot dry sauna

B. Announcements and updates: Response to current hate speech

1. Antisemitism work: Brian shared - we are forming a taskforce that's going to be 5 adults, 5 kids; all folks in the building; planning meeting this Friday; what structure can we put in place that leads with education, conversation and community. Want to form a "community block" focused on DEI reframed on leadership in the equity space. Plan community conversation and events; first event potentially in February. Speaker panel (including one outside person and a student voice) followed up with advisory for reflection and discussion. Example prompt – "why does antisemitism hurt"

C. Update on Equity in Action work

1. Post election equity in action session: Tiffany shared that session with us; remote session; what it means to our communities locally; premise is post-election, things are going to heat up; there is going to be more push back, more voices. Parker is in a bubble; liberal like minded people for the most part. Outward confrontation does not really happen at Parker. Balance diversity of thought a challenge at most schools; don't feel this tension at Parker- our problem is that there is no heat; we need to pull in the national frame to help the kids engage and be more "activist". What can we do to give kids permission to be more critical? Amplify student voices. What is it going to look like when many things are going to be normalized post January that are simply not okay at Parker- Luciana added. How are staff and faculty prepared to facilitate these discussions? The biggest source of intense normalizing of certain behaviors will be social media - Tiffany added. Three sides of triangle – safe space, education, advocacy – need to continue to do this work; make good trouble

D. Feedback on Equity in Action goal

1. goal "How do we develop understanding and skill among the adults at Parker to meet the needs of racially and ethnically diverse learners?"
 - Focus on racially and ethnically diverse learners because there is a need
 - How do we employ the connection of families as resources to learn about diverse learners? Are we comfortable engaging families about gender identity? – yes because we have those conversations; use PLP conference to have those conversations with families.
 - Do we know our blind spots in this area – an equity audit could be done? , Krzysztof
 - Do we provide space for teachers to share where their needs are? Luciana

- Mario – pinpoint fact that on one side it's about cultural competencies and teaching strategies- teachers need training
- Suggestion to have doctoral students come do an equity audit at Parker – Brian will check in with BC, Mario will reach out to Bentley – they have a doctoral program in DEI. Luciana will reach out to Tufts DEI masters program.

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 8:05 PM.

Respectfully Submitted,
T. Testa