APPROVED

F.W. Parker Charter Essential School

Minutes

DEI Committee Meeting

Date and Time
Monday April 7, 2025 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), S. Razzetti (remote), T. Testa (remote)

Committee Members Absent
M. Silva-Rosa

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

T. Testa called a meeting of the Diversity, Equity and Inclusion Committee of F.W. Parker Charter Essential School to order on Monday Apr 7, 2025 at 7:00 PM.

C. Approve Minutes

J. Green made a motion to approve the minutes from DEI Committee Meeting on 03-03-25.
E. Moura seconded the motion.
The committee **VOTED** unanimously to approve the motion.

II. Diversity, Equity and Inclusion

A. Welcome and Connections

What keeps you cozy and warm on this cold April day?

B.

Overview and Feedback on Faculty Goals 2025/2026 school year

1. Reviewed and provided feedback on Faculty Goals 2025/2026 school year

To support faculty in developing these skills:
To support the learning needs of all students, we will:

- Strengthen our culturally responsive instructional strategies as classroom teachers and advisors
- Increase our outreach to BIPOC families to further deepen our understanding of our students and help families feel vitally connected – and learn from it
- Build more opportunities for student voice – and learn from it

To support faculty in developing these skills:

- - Full Faculty Summer Read – Culturally Responsive Teaching and the Brain with opening text-based discussion of Culture Tree chapter in Summer Planning
- Two Full Faculty PD sessions with expert in Culturally Responsive strategies (practical and actionable rather than “hearts and minds”)
- Focused Domain-based work on instructional goal (Led by Domain Leaders)
- Focused Divisional-based work on advisory practices (Led by Assistant Principle and Divisional Coordinators)
- Increased outreach to BIPOC parents (Led by Principal and Head of School)
- TBD – student voice/Affinity groups/surveys (Led by Assistant Principal or Principal)

Committee/Team Discussion

- Discussion focused on meeting each person where they are in their understanding of DEI, suring up that faculty and staff have a shared understanding of the “why” DEI is important in schools – across the board, faculty, staff, leadership, BoT, students, parents, families
- Talked about importance of setting the foundations of DEI at parker at intro sessions for parents and potential students.
- How does the current political environment impact how parents and students feel about “identify”? Should we issue a statement about what diversity means to us at Parker. Don’t talk about political views but do talk about what Parker does do in this space and will continue to do. Ex day of silence, annual drag ball,

C. Review of Subcommittee Goals

1. Reviewed DEI committee GOALS:

- Advise Enrollment Committee regarding BIPOC student recruitment, acceptance, and retention.
- Support, advise, follow progress of school leadership and faculty level Equity in Action work focused on adaptive leadership in the DEI space.
- Identify and facilitate one equity related capacity building activity for the DEI committee and Board of Trustees.

Committee/Team Discussion

- Discussed how to use our BoT engagement opportunity with the board to meet our DEI goal #3. We are thinking it will be a DEI training for the board as part of the annual September “offsite” meeting with BoT.
- We should consider the new school principal’s expertise in this space and get her input into our committee work here, including BoT September work with the board.
- Team discussed merits of using real life school examples to make this real for the BoT; helps board appreciate what teachers are working through. We could have the board pre-read a relevant article/book.
- Team aligned that ultimately our training will focus on what does BoT level leadership in the DEI space look like. In remaining meetings before September offsite, we will work on what does this training for BoT look like and how will this committee lead the training.

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 8:00 PM.

Respectfully Submitted,
T. Testa