APPROVED

F.W. Parker Charter Essential School

Minutes

Diversity, Equity and Inclusion Committee Meeting

Date and Time
Wednesday November 5, 2025 at 7:00 PM

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

Committee Members Present
B. Harrigan (remote), C. Beasley (remote), K. Grabarek (remote), M. Silva-Rosa (remote), T. Testa (remote)

Committee Members Absent
E. Moura, K. Kintzing, L. Hayner

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 Wednesday Nov 5, 2025 at 7:06 PM.

C. Approve Minutes

II. Diversity, Equity and Inclusion

A. Opening Connections

What are you doing with this "found" hour?

B. Review Subcommittee Goals

DEI Goals:

- Continue to provide proactive DEI professional development to the board in order to develop an active lens of equity in board decision making.
- In our role to assist and guide the Board in continually applying a DEI lens, we offer guidance, resources, and relevant perspectives reinforcing the school's commitment to democracy and equity in our ever changing world.

C. Update on faculty DEI work

Reflections:

1. Where has faculty been working:
    1. Driving Questions:
        1. What are strategies for success in helping students of color meet high standards? How do we counter bias?
        2. What is the role of trust in working with students of color?
        3. How does language matter?
2. Given choice
    1. Language
    2. Disciplines
    3. Read and come back
        1. Deep dive
            1. Reflect and what it meant for the work
3. Image - Sylvia Duckworth - Wheel of Power/Privilege
4. Staff - CFG - focused on DEI
    1. Dilemma: got at heart of some of the struggle; recruited a much more diverse group of students. With that incoming group, there are needs and gaps.
        1. Appropriate to share with the board?
5. CLEE Fall Gathering
    1. Students presenting
6. Speakers
    1. Fall - Youth Venture - perseverance
    2. Multicultural Group - "n-word"
7. Community Block - multicultural connections
    1. Missing from this year

D. Future Board Work shops

Next Steps for the board

1. Move towards application of understanding of DEI
2. Mismatch between interest/commitment in diversifying, but not the resources to effectively support them.
    1. In Massachusetts, over 40% of students identify as BIPOC but only 10% of teachers identify as BIPOC

3. Idea: survey
    1. Differentiate the learning?
4. January 8th
5. February 12th
6. Review the board's purpose
    1. Resources
        1. Hiring
            1. Grant
            2. Funding out of reserves?

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 8:11 PM.

Respectfully Submitted,
T. Testa