



Foxborough Regional Charter School

Diversity, Equity & Inclusion Committee Meeting

Published on January 31, 2023 at 4:56 PM EST

Date and Time

Thursday February 2, 2023 at 7:00 PM EST

Location

Zoom

Meeting Format

Whether in person or online, the public is welcome to attend Board/Committee Meetings and have access to meeting minutes. Meetings are held once a month and additionally, as determined by the Board/Committee Chair. All meeting Agendas are posted on the school website at least 48 hours in advance of each public meeting.

During the meeting, the Board and its committees follow the published agenda. Gallery members are not part of the formal discussion or deliberations. Those wishing to speak at a meeting are asked to follow our [Privilege of the Floor Policy](#). Meetings start promptly on time as noted on the agenda.

Agenda

	Purpose	Presenter	Time
I. Opening Items			7:00 PM
A. Record Attendance			1 m
B. Call the Meeting to Order			1 m
C. Privilege of the Floor	Discuss		5 m

	Purpose	Presenter	Time
II. Committee Business			
III. Policy			
			7:07 PM
A. 1st Reading	Discuss		1 m
B. 2nd Reading	Discuss		1 m
C. Survey	Discuss	Anissia Vixamar	45 m
IV. Closing Items			
			7:54 PM
A. Approve Minutes	Approve Minutes		1 m
B. Adjourn Meeting	Vote		1 m

The listed matters are those reasonably anticipated by the Chair to be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may be brought up for discussion to the extent permitted by law.

Coversheet

Survey

Section:	III. Policy
Item:	C. Survey
Purpose:	Discuss
Submitted by:	
Related Material:	FRCS DEI Survey - Feb 2023.docx DEI Survey Summary & Overview.docx DE&I Survey Message.docx DE&I Survey -- Newsletter Posting.docx

FRCS DE&I Survey – SY 22/23 Middle/High School Students

Relevant Terms

Adults: Individuals that are part of the FRCS staff.

Discrimination: The unfair or prejudicial treatment of people and groups based on characteristics such as race, gender, **mental/physical ability**, gender identity, sexual identity, sexual orientation, or age (but not limited to this). This could mean either including or excluding people based on their individual identity or membership in social identity groups.

Peers: Classmates or other FRCS students.

Social Identity: Groups or communities that individuals identify with which may include but are not limited to:

- Race
- Ethnicities
- Gender Identity
- Sexual Orientation
- **Mental/Physical Ability**
- Religion/Spirituality
- Socioeconomic Status

Students: Individuals enrolled at FRCS.

Background Questions (Free-Response Fields)

Name (Optional/Not Required):

What is your race or ethnicity?

What gender do you identify with?

What language(s) do you mostly speak at home?

What grade are you in?

What religion, if any, do you identify with?

FRCS DE&I Survey – SY 22/23 Middle/High School Students

Survey Questions

How often do you spend time at school with students from different social identities?	<i>Almost never</i>	<i>Occasionally</i>	<i>Sometimes</i>	<i>Frequently</i>	<i>Almost always</i>
At your school, how common is it for students to have close friends from different social identities?	<i>Almost never</i>	<i>Occasionally</i>	<i>Sometimes</i>	<i>Frequently</i>	<i>Almost always</i>
How fairly do students at your school treat people from different social identities?	<i>Not at all fairly</i>	<i>Slightly fairly</i>	<i>Somewhat fairly</i>	<i>Quite fairly</i>	<i>Extremely fairly</i>
How fairly do adults at your school treat people from different social identities?	<i>Not at all fairly</i>	<i>Slightly fairly</i>	<i>Somewhat fairly</i>	<i>Quite fairly</i>	<i>Extremely fairly</i>
How often do teachers encourage you to learn about people from different social identities?	<i>Almost never</i>	<i>Occasionally</i>	<i>Sometimes</i>	<i>Frequently</i>	<i>Almost always</i>
How empowered do you feel to have honest conversations with students about race?	<i>Not at all confident</i>	<i>Slightly confident</i>	<i>Somewhat confident</i>	<i>Quite confident</i>	<i>Extremely confident</i>
How empowered do you feel to have honest conversations with staff about race?	<i>Not at all confident</i>	<i>Slightly confident</i>	<i>Somewhat confident</i>	<i>Quite confident</i>	<i>Extremely confident</i>
At your school, how often are you encouraged to think more deeply about race-related topics with other students?	<i>Almost never</i>	<i>Occasionally</i>	<i>Sometimes</i>	<i>Frequently</i>	<i>Almost always</i>
How comfortable are you sharing your thoughts about race-related topics with other peers at your school?	<i>Not at all comfortable</i>	<i>Slightly comfortable</i>	<i>Somewhat comfortable</i>	<i>Quite comfortable</i>	<i>Almost always</i>
How comfortable are you sharing your thoughts	<i>Not at all comfortable</i>	<i>Slightly comfortable</i>	<i>Somewhat comfortable</i>	<i>Quite comfortable</i>	<i>Almost always</i>

FRCS DE&I Survey – SY 22/23 Middle/High School Students

about race-related topics with staff at your school?					
When there are major news events related to race, how often do adults at your school talk about them with students?	<i>Almost never</i>	<i>Occasionally</i>	<i>Sometimes</i>	<i>Frequently</i>	<i>Almost always</i>
When there are major news events related to discrimination, how often do adults at your school talk about them with students?	<i>Almost never</i>	<i>Occasionally</i>	<i>Sometimes</i>	<i>Frequently</i>	<i>Almost always</i>
How well does your school help students speak out against discrimination?	<i>Not at all well</i>	<i>Slightly well</i>	<i>Somewhat well</i>	<i>Quite well</i>	<i>Extremely well</i>
How well does your school help students speak out against racism?	<i>Not at all well</i>	<i>Slightly well</i>	<i>Somewhat well</i>	<i>Quite well</i>	<i>Extremely well</i>
I know who to contact with questions and concerns about discrimination.	<i>Yes</i>	<i>No</i>	<i>Unsure</i>		
When I see discrimination towards others, I feel I have the tools and am capable to intervene.	<i>Not at all confident</i>	<i>Slightly confident</i>	<i>Somewhat confident</i>	<i>Quite confident</i>	<i>Extremely confident</i>
How educated are you on the social identities of your peers/others?	<i>Not at all educated</i>	<i>Slightly educated</i>	<i>Somewhat educated</i>	<i>Quite educated</i>	<i>Extremely educated</i>
I can identify at least one trusted adult to seek out for support.	<i>Yes</i> <i>Adult's Name:</i>	<i>No</i>			
I can identify at least one trusted peer/student to seek out for support.	<i>Yes</i>	<i>No</i>			
How well do people at your school understand you as a person?	<i>Not at all well</i>	<i>Slightly well</i>	<i>Somewhat well</i>	<i>Quite well</i>	<i>Extremely well</i>
How connected do you feel to the adults at your school?	<i>Not at all connected</i>	<i>Slightly connected</i>	<i>Somewhat connected</i>	<i>Quite connected</i>	<i>Extremely connected</i>

FRCS DE&I Survey – SY 22/23 Middle/High School Students

How much respect do teachers show students that are of a different social identity?	<i>Not at all respected</i>	<i>Slightly respected</i>	<i>Somewhat respected</i>	<i>Quite respected</i>	<i>Extremely respected</i>
How much do you matter to others at your school?	<i>Not at all</i>	<i>Slightly</i>	<i>Somewhat</i>	<i>Quite a bit</i>	<i>A lot</i>
Do you feel the curriculum offers you opportunities to see yourself and others represented?	<i>Not at all</i>	<i>Slightly</i>	<i>Somewhat</i>	<i>Quite a bit</i>	<i>A lot</i>
Overall, how much do you feel like you belong at your school?	<i>Not at all</i>	<i>Slightly</i>	<i>Somewhat</i>	<i>Quite a bit</i>	<i>A lot</i>
I would like to speak to a member of the school community about my concerns.	Yes <i>Please provide name and/or email for follow-up:</i>	No			

FRCS Board of Trustees Diversity, Equity & Inclusion Committee

Feb. 2023 Climate Survey

Who is the DE&I Committee?

The Diversity, Equity & Inclusion Committee is commissioned by and accountable to the Board of Trustees. The primary responsibility of the committee is to discuss, recommend and support the implementation of policies and practices that promote a more diverse, inclusive, and equitable community for staff, students, and families at FRCS.

The committee brings revision recommendations to the Board of Trustees for relevant policies and procedures.

The committee will collaborate with other FRCS committees, boards, groups etc. to support initiatives and activities/events honoring and celebrating diversity within the FRCS community to promote equity and inclusion.

The School Year 2022/2023 DE&I Committee consists of:

1 Board of Trustee – Committee Chair	2 Staff Members
2 Parents/Guardians	2 Students
5 Senior Leadership Team Members (2 of 5 are Observers)	

Commented [VA1]: Add language regarding confidentiality

What is the survey (and importance)?

The proposed Climate Survey (refer to attachment) will be conducted as an assessment tool to determine the cultural needs of and create a baseline for the target audience’s perceptions regarding diversity, inclusion and identity matters at FRCS. The target audience is middle and high school students at FRCS.

The DE&I Committee is a newly formed interest group that is tasked with addressing the needs of the FRCS community. However, there is no current data available that indicates our students’ views on the current climate. The survey results will provide quantitative data that will streamline the committee’s efforts.

How will the data be used?

The survey results will identify both areas of strength and areas of improvement which will indicate priority focus areas that will direct the committee’s future work. In the future, these survey results will be compared to future survey results to identify trends, impact of committee initiatives, interpret actionable insights, etc.

Who will have access to the data?

The data will be accessible by DE&I committee members, Board of Trustees and District Leadership personnel as deemed appropriate. The Committee Chair will limit access to personalized data (participants’ names, if provided) to only relevant individuals, as required.

Parent/Guardian Notification

An electronic opt-out form will be made available to all parents and guardians to provide families the option to indicate their wish to have their student not participate in the survey.

Survey Execution

The survey will be administered electronically via Google Classroom during the week of February 6th. As an incentive, students that complete the survey will be permitted to participate in a Spirit Day on Friday, February 17th (pending approval from Middle and High School principals).

Dear Middle and High School families,

During the week of February 6th, Foxborough Regional Charter School students in Grades 5-12 will be asked to complete a survey administered by the FRCS Board of Trustees Diversity, Equity & Inclusion Committee. **The survey will ask Middle and High School students to weigh in the current climate here at FRCS.**

The Diversity, Equity & Inclusion Committee is a newly formed interest group tasked with addressing the needs of the FRCS community. The committee is commissioned by and held accountable to the FRCS Board of Trustees. **The primary responsibility of the committee is to discuss, recommend and support the implementation of policies and practices that promote a more diverse, inclusive, and equitable community for staff, students, and families at FRCS.**

Right now, there is no current data available that indicates our students' views on the current climate at FRCS. Surveying our students will provide quantitative data that will streamline the DE&I committee's efforts and will identify both areas of strength and areas where improvement can be made. This will indicate priority focus areas that will direct the committee's future work.

An electronic opt-out form will be made available to all parents and guardians to provide families the option to indicate their wish to have their student not participate in this survey. **Please click [here to access the opt-out form](#).** Please know that the student survey results will be accessible only by DE&I committee members, the Board of Trustees and District Leadership personnel as deemed appropriate. The Committee Chair will limit access to personalized data (participants' names, if provided) to only relevant individuals, as required.

The survey will be administered via Google Classroom during school hours. **Students who complete the survey will be invited to participate in a dress down day on Friday, February 17th.**

Thank you for your support!

Sincerely,

Anissia Vixamar
Chair, Diversity, Equity & Inclusion Board Committee
avixamar@foxboroughrcs.org

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