



MCCPS Board of Trustees

DEI Committee meeting

Published on November 13, 2023 at 1:07 PM EST

Date and Time

Thursday November 16, 2023 at 7:00 PM EST

Please note that the in-person meeting will not be suspended or terminated if technological problems interrupt the remote connection.

<https://meet.google.com/mbx-rydu-pte>

Agenda

	Purpose	Presenter	Time
I. Opening Items			7:00 PM
A. Record Attendance Open Meeting Laws		Lindsay Smith	2 m
B. Call the Meeting to Order		Lindsay Smith	2 m
II. Diversity, Equity and Inclusion			7:04 PM
A. Basic principles and committee agreements Introduction to committee guidelines: How are we going to approach this work and how will we work as a group?	Discuss	Ryan Milligan	10 m

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B. Introductions : Let's get to know each other Iceberg exercise around identity ~ Why are we drawn to this work?	Discuss	Lindsay Smith	20 m
C. Overview of overarching goals Brief overview of the things we hope to accomplish this year and beyond: <ul style="list-style-type: none"> • DEI statement eg. https://masscharterschools.org/equity-vision/ • DEI page on MCCPS website • Feedback/climate surveys for students, families, and employees • Enrichment: student club • Cultivate a sense of belonging for all MCCPS community members • Allowing vs. making space • Needs-centric focus • Creation of a shared document for topics (with initials) • Preview that wish to do meetings in circle 	Discuss	Ryan Milligan	15 m

Topics for further exploration:

- Native/Indigenous Land acknowledgement
- [Calendar](#) of major cultural and [religious](#) holidays and [heritage months](#) ... recognition of historical and present harm, barriers, and contributions
- Broadening understanding of inclusion and accessibility beyond disability, e.g., [inclusive design for learning](#), and beyond the classroom, e.g., enrichments, extracurriculars, events, and family engagement
- Skill-building opportunities for students: setting, communicating, and respecting boundaries; conflict management and resolution; brave-hearted/upstander intervention; restorative practices, etc.
- Professional development opportunities for staff and teachers
- Reporting mechanisms (e.g., EthicsPoint), including anonymous reporting option
- Promoting local and regional cultural events
- Partnering with other local charter schools

	Purpose	Presenter	Time
III. Logistics			7:49 PM
A. Explore expectations; meeting times and how often (once/month)	Discuss	Ryan Milligan	7 m
1. Schedule next meeting			
2. Discuss in person v. hybrid v. remote			
3. Exchange member contact information			
IV. Closing Items			7:56 PM
A. Adjourn Meeting	Vote	Lindsay Smith	1 m