



MCCPS Board of Trustees

Diversity, Equity and Inclusion Committee Meeting

Published on December 13, 2023 at 10:02 AM EST

Date and Time

Thursday December 14, 2023 at 7:00 PM EST

Location

We will meet at the school and also with a zoom link.

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

Agenda

	Purpose	Presenter	Time
I. Opening Items			7:00 PM
A. Record Attendance		Lindsay Smith	1 m
B. Call the Meeting to Order		Lindsay Smith	1 m
C. Taking Minutes	Discuss	Lindsay Smith	2 m
Who would like to volunteer?			
II. Diversity, Equity and Inclusion			7:04 PM
A. Welcome Introductions for new attendees	Discuss	Lindsay Smith	8 m

	Purpose	Presenter	Time
What drew you to this work?			
B. What does DEI work look like at Charter?	FYI	Lindsay Smith	10 m
<ul style="list-style-type: none"> • DEI statement eg. https://masscharterschools.org/equity-vision/ • DEI page on Charter website • Feedback/climate surveys for students, families, and employees • Enrichment: student club • Inclusive policy drafting • Cultivate a sense of belonging for all MCCPS community members • Needs-centric focus 			

WHY:

- Ensuring equally high outcomes for all participants in our educational system; removing the predictability of success or failures that currently correlates with any social or cultural factor;
- Interrupting inequitable practices, examining biases, and creating inclusive multicultural school environments for adults and children; and
- Discovering and cultivating the unique gifts, talents and interests that every human possesses.

C. What could DEI work look like? Brainstorming session	Discuss	Ryan Milligan	25 m
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What are topics or issues we would like to explore?

Examples:

- 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

	Purpose	Presenter	Time
<ul style="list-style-type: none"> • Promoting local and regional cultural events • Partnering with other local charter schools 			

III. Parent Survey Working Group 7:47 PM

Sub group to begin drafting process next month

A. Parent Survey	Vote	Lindsay Smith	5 m
Who wants to lead? Who can join?			

IV. Closing Items 7:52 PM

A. Adjourn Meeting	Vote	Lindsay Smith	1 m
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