APPROVED

MCCPS Board of Trustees

Minutes

DEI Committee meeting

Date and Time
Wednesday May 21, 2025 at 7:00 PM

Location
hybrid : zoom and in person

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

Committee Members Present
Christina Webber (remote), Hayley Suffriti (remote), Jennie Cohen (remote), Lindsay Smith, Stephanie Brant

Committee Members Absent
Ian Hunt, Paul Baker

Guests Present
Chris Re (remote)

I. Opening Items

A. **Record Attendance**

B. **Call the Meeting to Order**

Lindsay Smith called a meeting of the Diversity, Equity and Inclusion Committee of MCCPS Board of Trustees to order on Wednesday May 21, 2025 at 7:08 PM.

C. Approve Minutes

Lindsay Smith made a motion to approve the minutes from Dei meeting on 04-30-25.
Stephanie Brant seconded the motion.
The committee **VOTED** to approve the motion.

Roll Call	
Stephanie Brant	Aye
Paul Baker	Absent
Ian Hunt	Absent
Jennie Cohen	Aye
Lindsay Smith	Aye
Christina Webber	Aye
Hayley Suffriti	Abstain

II. Diversity, Equity and Inclusion

A. Diversity, Equity, Inclusion and Belonging Committee statement

A draft of the DEI committee statement has been prepared by Jenny and Lindsay for review and approval by the committee for posting to the MCCPS webpage.

Lindsay participated in a DEI workshop previously. The recommendation from that workshop was to use the word "all" and state that this is part of MCCPS' mission.

DESE, the MA Governor, and other MA officials see a DEI statement as a "MUST" to have within our schools. Having a statement of the DEI committee's purpose is the first step towards having a school-wide statement.

Discussion points:

- Opening paragraph
  - Could include the word "socioeconomic". Committee agreed that this topic is generally addressed under "backgrounds" as is race, etc.
  - Need to highlight that we are collaborating with the Head of Schools as a team. Statement revised.
  - Should replace the word "families" with "caregivers" or "support team". Committee agreed that "caregiver" is best.
- "helping address concerns"
  - Use of the word "fairness" is tied to discipline within MCCPS and could cause confusion on this committee's role. Committee agreed to remove "fairness".

    - Revised to "Supporting efforts to address issues of inclusion and foster a sense of belonging"
    - Committee still found this bullet problematic and agreed to remove the statement and add "inclusion" to the opening paragraph.
- "reducing barriers to participation" - Concerns regarding the use of the word "reducing". MCCPS struggles with barriers, specifically related to money and transportation.
    - DESE says cannot address transportation needs for school outside of our core district.
    - Stephanie is still gathering information to determine how other schools deal with financial assistance. There is no mechanism currently that allows Stephanie to redirect funding when a need arises. Every year, there are costs that cause an issue. Previously, MCCPS had a student success fund, but it was determined that MCCPS, as a public school, cannot directly ask for contributions to a fund such as this.
    - Committee cannot actually reduce the barriers. This may cause confusion on the committee's role.
    - Committee agreed to change to "Making barriers to participation visible and understood so all students and caregivers can fully engage in school life."

Revised statement to be posted on the website upon vote:
The DEI Committee is dedicated to making our school a place where everyone feels safe, valued, and respected — and where all students can thrive. In collaboration with our Head of School, we're a team of caregivers, staff, and community members working to build a true sense of inclusion and belonging across all backgrounds, identities, languages, abilities, and learning needs.
Here are some ways we show up:

- ***Supporting MCCPS's mission*** *to foster a culture where every student can reach their full potential*
- ***Making barriers to participation visible and understood*** *so all students and caregivers can fully engage in school life*
- ***Celebrating diversity*** *through events, speakers, and partnerships*
- ***Making school information and updates*** *easy for everyone to access and understand*

Your voice matters. Join us for one hour a month as we listen, learn, and grow together. Because "community" isn't just part of our school's name — it's at the heart of who we are.

Lindsay Smith made a motion to Post our revised statement on the MCCPS website.
Hayley Suffriti seconded the motion.
The committee **VOTED** to approve the motion.

Roll Call

Paul Baker	Absent
Hayley Suffriti	Aye
Stephanie Brant	Aye
Lindsay Smith	Aye
Christina Webber	Aye
Ian Hunt	Absent
Jennie Cohen	Aye

B. Flag Policy update fromm MHD District

Marblehead School Board voted on a new policy regarding what flags could be displayed within Marblehead schools. The approved policy states that only MA state, POW, and US flag can be displayed. All other flags would need to be presented to the school board on a one-off basis and individually approved.

This flag policy is highly contentious with notable public expression against the school board having this authority. Marblehead high school students proposed the principal/administrator as the decision maker.

This could become a national issue given students' rights and the possible consideration that these types of policies are outside of a school board's authority.

This policy decision does not directly apply to MCCPS but we need to be aware of policy changes in area schools.

C. MCPSA's equity training share

Lindsay attended a 3-hour seminar on equity and has info to share with the committee. This will be something to start with in the fall.

Focus: How can this committee provide an equity lens for the Board of Trustees? DESE will require that we demonstrate equity.

III. DEI opportunities to share with the school community

A. Culture Fest at the High School

Lindsay to share details separately.

B. Brick Kitchen

A person in Marblehead has received grant funding to rehabilitate the building next to the Jeremiah Lee Mansion to reflect the history of enslaved people in the area.

Future: Might be good to bring the recipient into the school to present at a community meeting. This would also be a good opportunity for field trips.

IV. Closing Items

A. Ideas to recruit new members

B. Public comment

Fascinating. Really liked the committee statement and the work the committee is doing. Reassuring that this hard work is being done.

C. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:10 PM.

Respectfully Submitted,
Christina Webber

Documents used during the meeting

- 2025_04_30_dei_meeting_minutes.pdf