DRAFT

MCCPS Board of Trustees

Minutes

DEI Committee meeting

Date and Time
Tuesday March 24, 2026 at 7:30 PM

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 (remote), Rachel March (remote), Stephanie Brant (remote)

Committee Members Absent
Chris Re, Ian Hunt, Paul Baker

Committee Members who arrived after the meeting opened
Hayley Suffriti

Guests Present
Larkin Smith (remote), Molly Koelewyn (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 Tuesday Mar 24, 2026 at 7:40 PM.

C. Approve Minutes

Lindsay Smith made a motion to approve the minutes from DEI Committee meeting on 01-21-26.
Rachel March seconded the motion.
The committee **VOTED** to approve the motion.

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

II. Diversity, Equity and Inclusion

A. Diversity, Equity, Inclusion and Belonging Committee statement

Not discussed at this meeting

B. Student Presentation

Molly Koelewyn, an 8th grader, shared with the committee about a club she is leading at MCCPS and presented her community service learning (CSL) project.
Student Background:

- When did you start at MCCPS? Since 5th grade
- What do you like most about MCCPS? the projects

Information regarding the Student-led Inclusion Club (SLIC) (previously the Neurodivergent club)

- When did this club begin? ~2 years ago, Molly has been leading for 1.5 years
- How often does it meet? Meets Fridays at 12:30pm during enrichment
- How many students? 12 students in the club currently
- Who can join? Anyone grades 4-8
- What do you do in SLIC? Activities include presentations or discussions on relevant topics
- Why was did you join? Didn't know much about the topic and wanted to learn more. Along the way Molly learned she is neurodivergent

- Why is it important? It is important to teach everyone about this so that everyone understands that differences are a part of life
- How do you think the SLIC makes the community stronger? Teaches kids that it's okay to use the tools that are there for them, You should use all the tools that help you even if you may not think you really need it.

Molly presented her CSL project entitled "Misinformation and Stigma Against Neurodivergence":

- Goal is to help people understand neurodivergence. Everyone has different needs and may need various tools. They should be encouraged the take advantage of those tools and not wait until it becomes urgent. It should be more acceptable for anyone to use those tools.
- Project will have a website and brochure allowing for greater awareness and understanding of neurodivergence.
- She is collecting survey responses to identify participants' increase in understanding on neurodivergence.

Larkin proposed using the idea of neurodiversity (everyone is different) to promote awareness of neurodivergence (a neurological condition such as OCD, ADHD, etc.)

Hayley Suffriti arrived at 7:50 PM.

C. Thought Partnering with HOS

Issue - There is an increase in incidents of inappropriate language usage by 8th students. Head of School and Dean of Students have been addressing from their points of expertise but it isn't causing a change of behavior. There's a sense of urgency as students are headed to high school shortly.

Situation:

- Students don't see the language as offensive; they believe are doing so privately; other students may be uncomfortable but don't know how to address it. Students need to be made aware that this language should be considered "worse than a swear". Even if given a "pass", that "pass" doesn't represent the whole group.
- Need to educate students; coach them to see the harm that their words and actions can cause; then repair the harm.
- Emails to parents have gone out with mixed reactions from parents; would like universal support

Discussion on possible remedies/next steps:

- Bring in someone external from the community; Contact through Racial justice team may be able to help

- Implement conduct referrals that allow for addressing in the moment and informing parents at each instance (documenting incident)
- Implement a consequence ladder: 1st offense - write a reflection; 2nd offense - call home; after so many offenses, student to be held in-school/after school suspension or lunch/recess detention (held in for recess has been tried at MCCPS)
- Engage students (at lower grades especially) to draft a social contract
- Engage students in peer leadership of lower grade students - 8th graders delivering lessons on why it's not cool
- Create a discipline committee - students face a jury of their peers
- Tap into high school/college age students that can present in a way that can directly reach them

D. January's topic of anti-discrimination policy

Not discussed at this meeting

III. Closing Items

A. Public comment

None

B. Adjourn Meeting

Lindsay Smith made a motion to Adjourn.
Christina Webber seconded the motion.
The committee **VOTED** to approve the motion.

Roll Call

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:42 PM.

Respectfully Submitted,
Christina Webber

Documents used during the meeting

None