APPROVED

MCCPS Board of Trustees

Minutes

DEI Committee meeting

Date and Time
Wednesday June 10, 2026 at 7:00 PM

Location
Zoom

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

Committee Members Present
Chris Re (remote), Christina Webber (remote), Jennie Cohen (remote), Lindsay Smith (remote), Rachel March (remote), Stephanie Brant (remote)

Committee Members Absent
Hayley Suffriti, Ian Hunt, Paul Baker

Guests Present
Alyssa Crimmins (remote), Carly McIver (remote), Caroline Mruk (remote), Sobeyda Bayle (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 Jun 10, 2026 at 7:06 PM.

C. Approve Minutes

The April Meeting Minutes will be approved in a future meeting.

II. Diversity, Equity and Inclusion

A. Round robin introductions for special guests attending the meeting.

B. DESE Civil Rights Review Update

MCCPS has been invited by DESE for a review of MCCPS policies related to Civil Rights. DESE is asking for documentation for policies, etc. related to topics such as Title 9, Anti-bias/Anti-discrimination. First round of information, existing policies, etc. is due next week. DESE will come out in the fall for in-person review.

Two items that were missing and are being drafted by Stephanie:

1. Board Policy - a policy committing the Board to review curriculum materials to ensure high quality and comply with DESE requirements.
2. Annual Training of staff for applying the policy. Professional Development during pre-service days.

Needs to be ongoing commitment and will require annual presentation/sign-off by the Board.

While the curriculum materials have already passed through DESE and should meet DESE requirements, HQIM is not the only thing that happens in the school. Trainings will provide teachers an opportunity to discuss some of the difficult work around DEI and give them a firmer understanding/confidence in the classroom, etc.

Draft policy be presented to the Board for review later in June.

C. Sharing stories of inclusion here at Charter

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

Questions considered for discussion:

1. Thinking back to when you first joined the charter, how has your understanding of the school's commitment to inclusion evolved based on your day-to-day experiences?

- Daughter came into Charter upset and frustrated. She started with an IEP. She has had a wonderful experience at Charter. Parent is seeing the transformation. Student is becoming a strong woman. Hopes for future Charter kids to find the same.
- Charter is a safe place. Sending district did not "see" her daughter. Very thankful for the life-altering experience her daughter has had over the course of the year. MCCPS gives them the tools to thrive.
- Daughter is on spectrum with sensory, etc. concerns. Charter has transformed her. She has friends who are all just as quirky as she is. Her son, though, is using language amongst his friends that is concerning and not inclusive. There is still work needed regarding setting boundaries and further education.

2. Can you describe a time when you felt the school successfully adapted to your child's unique learning style or social-emotional needs? What made that approach work?

- Autistic daughter got through her school days before Charter but did not enjoy it. She struggled both academically and emotionally. Working through the school has been such a positive experience. She is happy. Family is very thankful.
- Daughter with an IEP. Charter flexible model adapts to the needs of each individual. Charter anticipates the needs, finds a solution, and adapts as needed.
- Daughter has had significant anxiety going from private life to public life. However, at Charter she hasn't been stigmatized or ostracized but loved. At her capstone presentation, she spoke confidently of how hard she's worked and the progress she has made over her years at Charter.

III. Other Business

A. New DEI chair

Lindsay encouraged the creation of this committee three years ago. She is stepping away for 1 year due to moving overseas. Looking for someone to become the new DEI Chair. Please reach out to Lindsay if interested by end of June. Prospective Chair will be approved by the Board.

Likely will not have another DEI Committee meeting until September.

IV. Closing Items

A. Adjourn Meeting

Lindsay Smith made a motion to Adjourn the Meeting.
Chris Re seconded the motion.
The committee **VOTED** to approve the motion.

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

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 8:06 PM.

Respectfully Submitted,
Christina Webber