

Diversity, Equity and Inclusion (DEI) Committee Notes

Date: 10/8/2020

Notes Submitted by Dr. Marie Ramas

Time: 6:30-8:15 PM

Location: Zoom (Link sent separate)

Attendees: Andy Corey, Diane Marsolini, Catie Parikh, Marie Ramas MD, Andrew Scott, Gerrell Smith, Tiffany Testa, David Werner

1. Introductions- Andrew Corey, Diane Marsolini, Tiffany Testa, Marie Ramas, Andrew Scott, Gerrell Smith, Caitie Parikh, David Werner
2. Superintendent remarks: Goals of this committee is to develop strategic plan for DEI in the school→ His goal is to have systems in place to allow all students to share and grow in their talents.
 - a. Does everyone have an opportunity to be their best- An Example now is that now that there are not middle school sports, but now more participation amongst the kids
 - b. Dance: He wants to explain DEI in a way that everyone can understand.
 - c. SAU- CASEL- Collaborative for Academic Social Emotional Learning and Choose Love to address DEI issues in the school
 - d. Goal is to design a program that will embolden the
 - e. Any conversation where all participant can come to a conversation with openness and in collaboration.--> This is part of the picture of what a cavalier looks like
 - f. Working to create a DEI statement
 - g. The committee will also serve as a resource for input and longterm vision
 - h. Part of the work will go into the strategic plan, so that the recommendations can be placed in the budget
 - i. Professional development for staff—Right now we are not starting with staff
 - j. Ultimately, he would like to develop a roadmap to creating a “roadmap” for the district
- Member Werner stated that he believed under RSA 91-A that these meetings should be held in public
- Diane asked what kind of work was already done in the last two years. → Andy states Casel is new and will send a document to the group to see
 - Choose Love is focused more on bullying, and teachers have used some concepts in readings and themes throughout the years
 - Tiiffany added that the Ass. Superintendent has used some work regarding evaluation of the CASEL for the school in teaching the teachers
 - Equity work and SEL is hand in hand with this curriculum
 - Board of Education has adopted Choose Love for SEL

- Andrew Scott- was impressed by the Choose Love program- Especially the concept of forgiveness on first impression
 - Andrew Scott is interested to how this committee was chosen--> Andy Corey states that some have volunteered and some he saw as vocal surrounding the concept of DEI and he felt that
3. What's our story?- Marie- First-generation Haitian-American, Mother of three and grew up in NH. Passionate about equity and providing a platform for all people to share their stories with respect, in order to achieve their best form of wellness.
- ➔ - Andy- President of the Superintendent's Association- Passion in special Education, grew up in Lawrence, MA and educators made a difference in his life, accounting degree, white-Irish Catholic family, father was supervisor of the Lawrence welfare department, learned very young that DEI is important to him. When he was a teacher in private highschool created a pipeline program to bring innercity kids
 - ➔ Diane- has two children who are adopted- one from Korea another African American➔ She sees things through the lens of a parent
 - ➔ Caitie-grew up in Northern, VT- discussed childhood and wish for more diversity education in own school experiences. Felt unprepared when she left Vermont.
 - ➔ Andrew Scott- 3 kids have gone through the HB school system. 2 kids with hearing loss—He noted that when his first child went to the school there were deficiencies in how the school works with disabled kids. Very mindful of how all kids have every opportunity to grow into the people that they will become.
 - a. "What we are doing here is very important" – His daughter graduated this year and one speech at the graduation said how important it is to listen to each other and understand where the other is coming
 - b. The local/collective work to be transparent and bring forth issues that are difficult to talk about and come to an unified agreement
 - c. If we can't have these conversations, then we have a problem
 - d. He has concern that there are ideologies that can divide, and he'd like to bridge that gap of division
 - e. His experience in travelling in third world countries to help them frame what they think of this country and just how special this country is and he was moved to action due to all the civic unrest.
 - f. He'd like to have our kids see an accurate view of the history
 - ➔ David Werner- Spent most of his life in CA and his oldest sons were seriously wounded marines, Dtr ICU nurse at mass General, married since 1981, retired as a lawyer, growing up – I understand injustice, hunger—He worked on high

profile cases regarding racism/LGBTQ, Christian faith and to be with his grandkids

- a. -He did have cases with school districts and multiple depositions with educators
- b. He wants to do everything he can to benefit kids
- c. Diversity is something I cherish- we each have a bit of the truth to see the whole truth
- d. Love is the answer to everything

→ Tiffany- grew up in FL and moved to NH as a teenager. Always grew up in diverse communities, but daily exposures were similar. Her mother is adopted and her step father is black. , she grew up comfortably and with the empowering message that she can be and do anything she wanted. She did not realize that this was not the experience for everyone.

- a. She has a passion to teach and through teaching, she learned about equity
- b. Foundational years were at charter schools, then took care of lower academic students in her third year of teaching- which demonstrated inequities.
- c. Every single kid has the potential to be amazing.
- d. It's important for schools to be communities to use their voices, safe spaces to use their voices and let them be heard

4. Next Steps: Meeting time every two weeks. → There are community members who are
 - Resolutions- First resolution was presented June
 - 2weeks ago another was presented
 - Need to set up a framework for our work as a district and what our scope and goals of the committee.
 - The committee will help to develop a plan on how to implement a plan.
 - He would like to be cognizant of the teacher burden
 - He would like this framework will be developed alongside the strategic plan
 - He would like this to continue to develop and evolve throughout the district
 - The role of the group to paint a picture of what we would like to see as our children go through the system
 - This is a community initiative-
5. Meeting times: Send doodle poll-Possibly Thursday Evenings every 2weeks
6. Next Meeting: Establish group norms in communication and Create a statement on DEI with review of the proposed resolutions

