

Superintendent's Committee on Diversity, Equity and Inclusion

Meeting date: December 3, 2020

Zoom Meeting 6:30-8:15

**DRAFT MINUTES for REVIEW**

Approximately 40 members of the public observed the meeting and submitted comment via the chat function

In Attendance: Superintendent Corey, Member Tiffany Testa, Member Ramos, Member Smith, Member Werner, Member Scott, Member Marsolini, Member Parikh

The meeting was started at 6:30 with Member Testa asking committee members to share something that brought them Joy since our last meeting. Committee members spoke about Christmas lights, lunch duty, family being home for Thanksgiving, their child selecting their college, their children making up songs, the ability to start exercising again, and a gift they had received from their spouse

Committee Member Testa then screen shared the agenda and reviewed our objectives for the meeting. Member Testa also shared the process that the committee had used to arrive at tonight's meeting. Group norms were reviewed and member Smith commented on how well he felt the norms were working.

Superintendent Corey shared a discussion he had recently had with students at lunches. The students had shared their thoughts regarding the topic of inclusion and how they felt specifically that the high school had clubs, teams, organizations and classes that allowed students to be included if they were so inclined.

Member Werner stated that under 91-A that email communication can constitute a meeting and he wanted his email removed based on the RSA.

Committee member Testa then shared the draft work the committee had completed at their last meeting. Draft definitions and work on the resolution was screen shared for all to review. Committee member Testa informed the group that member Scott had completed a revision of the draft, where the definitions and the draft resolution were combined, for the committee to review and comment on. Superintendent Corey suggested that member Scott walk the committee through his draft of the resolution. Member Scott completed the review (see draft attached) and member Ramos then conducted a round table discussion so that all members of the committee could provide input.

Member Parikh wondered about the scope of the legislation that was included in the draft while also commenting that she felt that the "accurate history" component was a positive addition.

Member Marsolini commented that she liked the law at the beginning as it provided context to the work and also supported the addition of the American history component.

Member Werner thought the addition of the statue was brilliant and expressed his opinion that the legal basis was important because that brings us back to the constitution and the need for accurate history. Dave shared his concern about equity and wanted the group to understand that a student needs to overcome obstacles, don't treat a student as disabled they want to compete. Dave shared a personal story about his eyesight as a young student and how he overcame that obstacle. Dave doesn't want to inhibit competition, he wants students to compete at the highest level and be rewarded for

their effort. Dave spoke about his competition on the football field and throughout his academic and professional career. Dave stressed he wants everyone to have a level playing field.

Member Smith stated he had a very positive response to the draft resolution and felt that we should state the pursuit of accurate American history. *Gerrall supported Dave's position regarding competition and believes that competition is a driving motivational piece for students and athletes.* Gerrell considered Dave's position regarding the term competition and discussed his work experiences as they relate to competition and suggested that the competition is not actually the best driving motivational force for students. The concept of supporting students as they enter a competitive world was suggested in place of the concept of students being competitive with one another, which both Dave and Gerrell supported.

Member Ramos stated that she supported many of the items already stated by other members. She felt that the engagement in these conversations was enhancing the draft resolution. Marie offered an addition to the draft that focused on a student's home environment and how those experiences must be included for schools to understand their role. Member Testa included the amendment to the resolution.

Member Testa stated she was torn between including the law or not having it. She stated she was fine either way but wanted her thoughts included. Tiffany loved the quote by a graduating senior, class of 2020, and asked if we needed permission to include in the draft. Member Werner stated we needed permission. Tiffany also liked the visual that member Scott had added but did not support the concept of competition being added to the resolution as member Werner and member Smith had suggested.

Superintendent Corey stated that he also appreciated the visual and thought that should be included. Andy supported the inclusion of the legislation and supported the using the quote by Joshua Ide (with permission). Superintendent Corey did caution that he felt that identifying American history was important but that we should seek wording that identifies the importance of all curriculums and how they potentially relate to diversity, equity and inclusion.

The committee then conducted a recap of the suggestion and identified elements that would be included into the draft document. The consensus was that the law would be included, that we incorporate the concept of supporting students as they enter a competitive world into the document, that the elements regarding a child's environment or situation impacting school are included, and that the term "medical condition" should be added to the resolution. The committee supported the concept of accurate American history but decided that the exact wording would be reviewed at the next meeting.

The committee provided some wrap up comments which focused on tolerance, the ability of this committee to have courageous conversation around a topic that is of importance to the communities. Member Werner reminded us that our common interest was the welfare of the students that we are representing by being on this committee.

Superintendent Corey informed the committee that the next meeting would be December 17th and would start at 6:30 via zoom. The Superintendent informed the committee of his inability to attend as a result of a previously scheduled public hearing for the SAU budget. The agenda and supporting documents would be posted approximately a week prior to the meeting date.

The zoom meeting concluded at 8:17.

