

CONGRESSIONAL  **SCHOOL**
DIVERSITY, EQUITY AND INCLUSION COMMITTEE

May 30, 2019

In attendance:

Vielka Asia Williams
Sandra Buteau
Mena Burke
Tinelle Davies
Darcy Franz
Nicole Guagenti
Gretchen Herbst

Brent Hinrichs
Caroline Katzin
Sara King
Emily Manes
Silvia Moore
Kim O'Neil
Alyce Penn

Chris Pryor
Mar Ramirez
Alexis Tappan
Mary Beth Testa
Andrea Weiss
Crystal Willis

Silvia opened the meeting at 8:19 am and referred to the agenda for an overview of topics.

Update and protocols

Silvia reminded the committee that its purpose is to move forward the work of diversity, equity and inclusion. The committee gives their recommendations to directors who then take them to the Head of School for approval. The committee has no power to implement anything without going to the directors and Head of School.

A proposal template and sample from the Curriculum Working Group was distributed to the committee. Proposals requiring director and Head of School approval need to be submitted on this form. Information gathering exercises do not need to be submitted.

Goals for today

Working groups should finalize their goals and report out their short term goals. There was 45 minutes set aside for this.

Working group break-out

The committee broke out into working groups.

Working group reporting

Each working group reported:

Curriculum Working Group

Emily reported on the Curriculum working group.

The group discussed the faculty in-service that will be on June 10 with Jen Cort. Right now it is a waiting game. They've already done a proposal and discussed what they want Jen to present. They also discussed the book talks that will be in August. They think it will be a half day in the

morning and then someone will speak about windows and mirrors in the afternoon. They will submit a proposal for this to the directors and Head of School. They then talked about putting together a list of seven conferences and who they think would be best to attend each.

Student Experience Working Group

Kim reported on the student experience working group.

The group talked about some of their goals. Alexis Tappan did a capstone presentation on institutional racism and also put out a student survey that the group reviewed. One of the suggestions from the survey was to create time during the day for groups (e.g. affinity groups, diversity groups, etc.) to come together to discuss the subject. They talked about training for whoever would lead these groups. Next they will talk to Rebecca Ginnetti or Jen Cort to figure out which grades or ages are appropriate, and arrive at a process to identify groups and a process for joining, e.g. would students need parent permission.

Another goal the group discussed was bringing in subject matter experts or authors to speak to students on diversity, equity and inclusion, which might generate more interest and impact than hearing from teachers they see every day.

They discussed assembling a list of activities and events taking place in the area and putting it out to the community for awareness; also looking at continuing teaching and lessons throughout the school year, not just during certain months. Another suggestion was to ask students more about themselves and their families at the beginning of the year so that teachers can have more information about the student populations in their classrooms and don't have to guess or assume.

Recruitment and Retention Working Group

Tinelle reported on the Recruitment and Retention working group.

A big portion of their meeting was to talk about the current state. They were able to get more information on student recruitment from Gretchen, employee recruitment from Tinelle and student recruitment from an education standpoint from Brent. Toward the end of the meeting they talked about setting a goal to beef up the careers page on the website with more information about our commitment to diverse recruitment, possibly also putting something together to show candidates once they're on-site that speaks to it as well.

Parent Support/Awareness Working Group

Chris reported on the parent support / awareness working group.

The group discussed the upcoming September 17 room parent meeting. At the room parent kickoff orientation meeting, Mary Beth Testa talked about the school's mission, the CSPO mission, the lens of DEIC, sustainability, and how they want to have some conversations throughout the year to bring that to the forefront so that room parents and others are aware. The plan is to invite Silvia and Tinelle to the September 17 meeting. Today they spent figuring

out how that conversation would go. Mary Beth will be emailing Tinelle and Silvia to invite them both to a pre-meeting on how to roll this out with the leadership team and room parents. One talking point was to make sure that everyone is aware these meetings are open to everyone and how they can help and get involved.

Adjournment

It was noted that it would be helpful if all of the meetings for next year be laid out at the beginning of the year. Silvia and Tinelle agreed and stated they would look into it.

The meeting was adjourned at 9:40 am.