

# BELMONT SCHOOL COMMITTEE EQUITY SUBCOMMITTEE MINUTES REMOTE MEETING NOVEMBER 10, 2020

Present: Ms. Evelyn Gomez, Proposed Chair  
Ms. Tara Donner, Proposed Secretary  
Mr. John Phelan, Superintendent

Absent: Ms. Amy Checkoway

## **Agenda**

### **Nominations and vote on subcommittee leadership**

- Evelyn Gomez nominated to be the chair of this subcommittee by Tara Donner, seconded by Evelyn Gomez, voted 2-0 in favor
- Tara Donner nominated to be secretary of this subcommittee by Evelyn Gomez, seconded by Tara Donner, voted 2-0 in favor

### **Clarifying Questions on District Data**

Assistant Superintendent Janice Darias summarized district survey data from the last few years pertaining to equity in our school system and gave an overall background/context overview of what the district has been doing to advance equity in our school community. Learning outcome and experience disparities have been identified in the past for our Black and brown students which have informed district-wide goals in the last few years. Other work that has been done to advance equity in the last few years was also discussed: expanding the ELE director position to full time and separate from the English director position, professional development work with EMI/Ideas group, Zaretta Hammond *Culturally Responsive Teaching* work, restorative justice discussion at the high school, and more.

## Subcommittee Goal Setting

Philosophy of what kind of goals we want to set was discussed.

- Do we want to focus on specifically racial equity or have a broader focus?
  - Keep it broad enough to include more than just race, but we can choose to focus on race in the near term as it is the most pressing issue at the moment.
  - Keeping the language of the charge, with a broad “umbrella” for the group in general.
  - Focus specifically on racial equity this year. Look at policy, finance, and curriculum shifts through the lens of equity going forward. Will be a thread through a lot of different work the district and School Committee undertake.

## Proposed Goals

1. Introduce the subcommittee to the community
  - Make a write-up of who we are as a subcommittee to distribute to the public to explain our purpose and who to contact to get involved.
  - Formally reach out to BAR, BECA, ELE parents group, Human Rights Commission, affinity group for educators of color at BPS, etc to invite them to come to our meetings.
    - Solicit liaisons from those groups to come to our meetings?
  - Identifying additional focus areas to improve equity in the BPS via outreach to the community
2. Equity Audit
  - Identify funds for equity audit
  - Make a proposal for an equity audit

## RFP for Equity Assessment Discussion

What is the order of operations for undertaking an equity audit?

- Mike McAllister has done some research on options. We will invite him to the next meeting to talk about this.
- John Phelan will put this on the finance subcommittee agenda for next week to identify funding.

Next Steps:

- Identify potential next meeting dates: 11/23 at 1pm?

Meeting adjourned at 2:02 p.m.

Respectfully submitted,

Tara Donner 