

**BELMONT EQUITY SUBCOMMITTEE MINUTES
REMOTE MEETING
DECEMBER 9, 2021**

**RECEIVED
TOWN CLERK
BELMONT, MA**

DATE: January 20, 2022
TIME: 9:06 AM

Present: Mr. Jamal Carlos Saeh, Subcommittee Chair
Mr. Michael Crowley
Ms. Amy Checkoway

Chon'tel Washington, Director of Diversity, Equity & Inclusion
Michael McAllister, Director of Human Capital

Frank Yuan, John Davis, and Gladys Unger, Belmont LGBTQ+ Alliance

1. Call to Order

Subcommittee Chair Saeh called the meeting to order at 2:00 pm.

2. Belmont LGBTQ+ Alliance proposals and actions

Representatives from the Belmont LGBTQ+ Group introduced themselves and their mission, which is to promote, support, and educate across the community and schools to ensure that people's lives are free of harassment, safe/secure, and celebrated. They have been working with the high school and middle school and reaching out to town officials and departments. They have met with the DEI director, principal, and GSAs at the high school, and with advisors and students at the middle school and will share some letters from middle school students. The group has also been working with the town and meeting with first responders on gender identity awareness and with senior citizens at the Beech Street center.

The Alliance shared the following observations:

- They would like to help in any way that they can with the district equity audit.
- Teachers and school administrators can remind students of core values and how to treat each other and reiterate this on a regular basis as part of cultural norms.
- Making strong statements against bias is important.
- It is helpful for there to be visible signs of acceptance and diversity in classrooms.
- There is a new integrated curriculum (History Unerasd) that has been paid for that they hope the high school will consider putting in place and could also be implemented at the middle school.
- Not many school staff are out because they are not necessarily comfortable being open about their identify with the administration.
- They would like to see everyone attend GSA meetings, including straight teachers and students.
- There is some confusion about restorative justice policies versus strict consequences. It is important for there to be clear policies that students and teachers feel will be followed. More communication helps people not fill in the blanks with own fears; sharing as much information as possible is helpful, without breaking confidentiality.
- Training for teachers and staff about how to help address behaviors such as name calling and harassment would be helpful.

3. Tools and Protocols to Address Bias

Director of Diversity, Equity, and Inclusion Chon'tel Washington provided an update on developments to support the district in addressing bias incidents. The following slides provide some additional details: [BPS Equity Subcommittee Meeting 12/9/21 - Google Slides](#)

In sum, Ms. Washington has been working to help develop a process for reporting and investigation of bias incidents, and how best to mark the moment when incidents take place. Clear communication protocols and expectations are important. Data collection and tracking is important to identify patterns. The state has also handed down guidance to districts about hate crimes and schools' legal obligation to prevent and address hate and bias incidents

Ms. Washington shared some details about the following draft tools and protocols, which will be piloted:

- Principal bias incident response procedures
- Reporting form so anyone can share information about an incident
- An information log

Subcommittee members asked some clarification questions about different aspects of the process.

4. Equity Audit update

Ms. Washington shared an updated timeline which is also available here: [BPS Equity Subcommittee Meeting 12/9/21 - Google Slides](#). Primary data collection has been completed. Artifact review is ongoing. The report will be drafted in January-February, and district forums will be held to share findings with the community in March 2022. Strategic planning will take place in April-May, and a multi-year work plan will be developed by June 2022.

5. Approval of Minutes

- Equity Subcommittee Meeting September 28, 2021 – approved 3-0 on motion by Mike Crowley and second from Jamal Saeh
- Equity Subcommittee Meeting October 19, 2021 – approved 3-0 on motion by Mike Crowley and second from Jamal Saeh

6. Adjournment

Mr. Saeh adjourned the meeting at 3:00 pm via a roll call vote on motion from Jamal Saeh and second from Mike Crowley

Respectfully Submitted by:


Amy Checkoway