



**Minutes**  
**NASHOBA Regional School Committee**  
**Diversity, Equity, Acceptance, and Racial Justice Advisory**  
**April 27, 2022**  
**7:30 PM**

**Meeting Remote via Zoom Technology**

Join Zoom Meeting

<https://us02web.zoom.us/j/87140833497>

Meeting ID: 871 4083 3497

Attendees: Laurie Burnett, Greg Denson, Kelly Lawlor, Lindsay Chaves, Courtney Philbin, Kristin Hera, Rhyllis Christopher, Cheryl Breslin, Charlene Cabral

- I. **Call to Order** at 7:31 p.m. by Laurie Burnett
- II. **Introductions, Review of Norms, and Land Acknowledgement**
- III. **Citizens Comments**
- IV. **Review and Approval of Agenda**
- V. **Approval of Minutes from 4/13/22** Motion to approve by Charlene. Seconded by Greg. Unanimously approved.
- VI. **Update Current Projects and Break into Planning Groups**

Courtney updated us about the strategic planning work of the district.

- District data that had been gathered from the surveys, focus groups and other data collection strategies coordinated by the consultants has been distributed to attendees. It was not clear if there would be a mechanism to distribute our data and work summary to the committee at this point.
- Group discussed and majority determined we should focus small group discussions for this meeting on the calendar and Professional Learning Resources rather than on the Strategic Planning Data.

Small group work specifically focusing on Calendar Recommendations (Greg, Kelly, Kristin) and Professional Learning Resources (Laurie, Lindsay, Courtney, Rhyllis, Charlene, Cheryl). See notes summarizing the work below.

1. **Supporting Superintendent in Entry and Strategic Planning Work** (Determined would not focus on this at our current meeting)
  - a) Updates progress & process

- b) Finalize materials to submit to the District Strategic Planning Committee
2. **Refining of Our Role & Purpose**, including vision, values, structure, and communication & collaboration with district and community. (Determined would focus on this at our next meeting.)
- a) Review of DEARJ “Guiding/ Information” Document
  - b) Discussion
  - c) Next Steps

3. **Calendar Recommendations**

- a) Updates
- b) Discussion
- c) Next steps

The group analyzed data about all school calendars for all schools in Worcester and Middlesex counties. We drafted an addendum to our recommendation to the School Committee regarding the 2022-2023 district calendar. This group will provide the draft to Laurie for her meeting with Mr. Downing next Monday. We will complete the addendum prior to our meeting on May 11.

4. **Professional Learning Resources for School Committee**

- a) Review resources collected
- b) Discussion
- c) Next steps

The group discussed how it is difficult to identify specific recommendations without further information regarding the specifics of the retreat. Specific information it would be helpful to have included: is there an outside consultant who organizes and runs the retreat, what is the timeframe, what will be covered during the remainder of the session, what follow up will be possible? The group discussed that it is essential to be working in partnership with the other strands of this work and visioning happening in the district and that we want to integrate with the work identified by the District strategic plan committee. The group discussed that part of our role is to ensure that equity is centered in all that we do, thus ensuring it is not one track but embedded in all tracks/ discussions. As a starting point for PD it was discussed that some necessary work facilitating SC members’ awareness of their identities and experiences and how these influence deeply-held beliefs and inform implicit bias would be helpful. Laurie will ask Mr. Downing and Leah Vivirito about the vision for the retreat work.

5. **Identification of Resources/ Supports for NRSC Subcommittees**

- a) Review work completed to date
- b) Discussion
- c) Next steps

The group started discussion of a potential “mental framework” that subcommittees could use to approach their work from an equity standpoint each time. Should these be universal or specific to the focus of the subcommittee? Could the PD that starts at the retreat be ongoing work with the subcommittees? Possible ways to incorporate this in an ongoing way was discussed.

6. **Land Acknowledgement & Recommendations** - did not discuss

- a) Review resources collected
- b) Discussion
- c) Next steps

**VII. Small Group Report Back to Full Committee, Discussion, & Planning of Next Steps**

Please see notes above with items 3, 4, and 5.

**VIII. Updates from the Community and District:**

- A. High School Club Updates: Students for Social Justice is now officially a club. The Fireside Chat with the Superintendent will air on StowTV tomorrow (Thursday, 4/28) at 7 p.m.
- B. School Committee Updates
- C. School Council Updates
- D. NASJA Updates- Is co-sponsoring the Fireside Chat.
- E. Additional Community & District Updates  
Incident of anti-Semitism at the high school: a swastika found drawn on a student desk.

**IX. Items for future agendas**

Add a focus to our agenda next week of thinking about our role in guiding a protocol for response to hate crimes, etc.

- X. Adjourn** Motion to adjourn Greg; Courtney second the motion. Unanimous vote. Meeting adjourned at 9:08 p.m.

"The items listed are those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law."