

Berlin BOE Equity and Social Justice Committee

January 21, 2021

MINUTES

Dr. McGurk, Assistant Superintendent, and Dr. Claiborne, Diversity and Equity Consultant, welcomed participants and reviewed the goals and purpose of the committee. Approximately 55 individuals participated in the session. Dr. McGurk emphasized that this is learning-focused, long-term work aimed at systemic issues.

Dr. McGurk shared demographic data showing some of the ways in which Berlin's population has changed over the past 20 years. More detailed information can be found in the charts in the presentation.

Dr. Claiborne discussed norms for conversations about race, drawing from the work of Glenn Singleton. She also shared a four part framework that will underpin the work of the committee-- awareness, absorption, accountability, and action.

The committee discussed the term "bias" and watched a clip of a TED Talk by Verna Meyers, VP of Inclusion Strategy at Netflix. The full talk can be viewed here:

https://www.ted.com/talks/verna_myers_how_to_overcome_our_biases_walk_boldly_toward_them

The committee also read and discussed an excerpt from an article on implicit bias. Full article can be read here:

<https://www.aft.org/ae/winter2015-2016/staats>

Dr. Claiborne shared national statistics on bias in school discipline, as well as local Berlin information drawn from the federal Office of Civil Rights. <https://ocrdata.ed.gov/profile/9/district/31474/summary>

Dr. Claiborne shared the focus of the next meeting and offered participants several ways to continue their learning between sessions. The next meeting will be Thursday, February 18, 4:30-6:00 p.m. via Zoom.