

Berlin BOE Equity and Social Justice Committee

March 11, 2021

MINUTES

Dr. Claiborne welcomed participants back to our third committee meeting. Approximately 35 individuals participated in the session. Dr. Claiborne defined microaggressions and gave examples. The committee watched and discussed a video describing the impact of microaggressions. The video can be viewed here: <https://www.youtube.com/watch?v=emz49wSnNcs>

Dr. Claiborne described the different types and forms of microaggressions, including microinsults, microassaults, and microinvalidations. The committee discussed a number of scenarios and practiced concrete strategies for disrupting/responding to microaggressions.

Dr. McGurk introduced the subcommittees and described the process for signing up for a subcommittee. The subcommittees will meet for the first time at the April meeting.

Curriculum Audit and Anti-Bias/Anti-Racist Efforts with Students

Goal: To identify a process and sequence for auditing the K-12 curriculum for inclusion of equity and social justice topics, including diverse perspectives/voices, and to clarify Anti-Bias/Anti-Racist (ABAR) priorities for K-12 students.

Parent/Family/Community Outreach

Goal: To create opportunities for parents/guardians and community members to learn more about equity and social justice issues in our schools and to make recommendations to improve communication and opportunities for feedback.

Professional Learning for Educators and Other Members of the School Staff

Goal: To identify next steps for extending the professional learning of certified educators, including a focus on Instruction/Culturally Responsive Pedagogy, and to create new opportunities for learning for all members of our school district staff.

Recruitment and Retention of a Diverse Workforce

Goal: To increase diversity of certified and non-certified staff and to identify ways to proactively support retention of staff

School Culture and Student Opportunities

Goal: To assess school culture and to explore and make recommendations to increase curricular and co-curricular opportunities for students of color, including a focus on systemic barriers that may affect class

leveling, academic program participation, athletic and club participation, honor society recognition, discipline, etc.

The next meeting will be Thursday, April 8 , 4:30-6:00 p.m. via Zoom.

The May meeting will be held on May 13.