

MASCONOMET REGIONAL SCHOOL DISTRICT
20 Endicott Road, Boxford MA 01921

Anti-Racism Subcommittee Meeting
October 13, 2020 1:00pm, Via Zoom Teleconference

Masconomet Vision 2025

Student learning is highly interdisciplinary and connects students to solving real-world problems.

Students feel safe, happy, emotionally secure, and physically well. They are builders of a culture of respect and kindness.

Curriculum and instruction is learner-centered: All students are achieving the same standards in multiple ways and can demonstrate their learning through a variety of different assessments.

Instruction is personalized to the individual learning styles and unique needs and interests of ALL students.

Our students are culturally sensitive, globally aware through their study and experiential learning, and they act confidently with an understanding of their impact on the world.

Anticipated Agenda:

1. Call to Order

Join Zoom Meeting

<https://us02web.zoom.us/j/86870447351?pwd=OVlzcnhhRHdRWVkwbitkWGUVYUF5dz09>

2. Review 9-28-20 Meeting Minutes

3. Final review of School Committee Resolution, based on full committee comments (see page 2)

4. Hear from English and History Departments Heads and update since they responded to initial discussion about the formation of this subgroup

5. Discuss action items based of Resolution (if time)

6. Name discussion (if time)

7. Future plans: community movie/read, larger advisory group

8. Adjournment

The matters listed for the meeting are those reasonably anticipated by the Chair. Some items listed may not be discussed, and other items not listed may also be brought up for discussion to the extent permitted by law.

MASCONOMET SCHOOL COMMITTEE
EQUITY AND ANTI-RACISM RESOLUTION
— 10/13/20 DRAFT —

Whereas all public and private entities must work to eradicate discriminatory practices and build a culture where all people are not judged, advantaged or disadvantaged based on their race, religion, nationality, ethnicity, citizenship status, gender identification, sexual orientation, or economic status; and

Whereas public schools are responsible for providing students with their civil right to a free and appropriate public education in a welcoming community for all students; and

Whereas every school district must commit to recruiting and retaining a diverse and culturally responsive teaching workforce; and

Whereas every school district must review and ensure that all policies and practices are actively anti-racist; and

Whereas every school district must provide professional development, discussions, and self-directed learning on diversity, equity, inclusion, anti-racism, and conversation training to all staff, including school committee members; and

Whereas every school district's curriculum and activities must be informed by anti-racism pedagogy experts and include the history of white supremacy, racial oppression, injustice, resistance and counter-resistance, education, activism and legislation, as well as current systems of privilege, power and ideology; and

Whereas every school district's curriculum and activities must holistically represent the world's many perspectives and voices, including the work, lives and contributions of BIPOC*, LGBTQ+*, and other marginalized identities in various fields such as STEM*, business, government, arts, literature, music, sports, activism and more; and

Whereas every school district must co-create a learning community where all members feel safe, respected and supported in examining identity, navigating difficult topics, developing critical thinking and listening skills, gaining perspective, and engaging in thoughtful discussions that improve emotional intelligence, growth mindset, empathy, care, and compassion; and

Whereas every school district must operate from the premise that all lives cannot matter until Black lives matter; now, therefore, be it

Resolved that the Masconomet Regional School District is committed to embedding diversity, equity, inclusion and anti-racism in all aspects of education and learning for our students, families, faculty and staff. We must act with transparency to ensure that our Masconomet students and community have the experiences necessary to be aware,

thoughtful, active participants in a diverse global environment, comprehend the repercussions of racism, respect and celebrate differences, strive for equity, dismantle racist and unjust systems, and work to lift up all members of humanity to solve the problems that plague our communities, country and world.

*BIPOC = Black, Indigenous, People Of Color

*LGBTQ+ = Lesbian, Gay, Bisexual, Trans, Queer/Questioning, Plus

*STEM = Science, Technology, Engineering, Math

Original Draft for comparison:

MASCONOMET SCHOOL COMMITTEE ANTI-RACISM RESOLUTION:

WHEREAS, as schools have the responsibility to equip students with their civil right of obtaining a free and appropriate public education, it is the responsibility of each school to ensure we create a welcoming community for ALL students; and

WHEREAS, it is the responsibility that every district provide to all district staff, including School Committee members annual professional development on diversity, equity and inclusion; and

WHEREAS, every district will commit to recruiting and retaining a diverse and culturally responsive teaching workforce; and

WHEREAS, every district will examine their policies for institutional and systemic racialized practices and implement change with sustainable policies that are evidence based; and

WHEREAS, every district will incorporate into their curriculum the history of racial oppression and works by black authors and works from diverse perspectives; and

WHEREAS, we as school district leaders can no longer remain silent to the issues of racism and hate that continue to plague our public and private institutions;

RESOLVED: that the Masconomet Regional District and all the school districts in the Commonwealth must work towards eradicating racist practices, and diversity, equity and inclusion is embedded and practiced for our students, families, faculty and staff.

We must ensure our own school culture and that of every district in the Commonwealth is anti-racist, that acknowledges that all lives cannot matter until black lives matter

