

**Salem Public Schools
Salem School Committee
EQUITY & INCLUSION SUBCOMMITTEE
Meeting Minutes
April 6, 2021**

On April 6, 2021 the Equity & Inclusion Subcommittee held its regular meeting using the Zoom on-line meeting platform.

In Attendance: Ms. Amanda Campbell, Ms. Ana Nuncio, Dr. Kristin Pangallo

Others in Attendance: Superintendent Stephen Zrike and Assistant Superintendent Kate Carbone

Call of Meeting to Order

Ms. Campbell called the meeting to order at 5:32 pm

Ms. Nuncio made a motion to approve the minutes of January 13, 2021. Dr. Pangallo seconded the motion. A roll call vote was taken.

Ms. Nuncio Yes

Dr. Pangallo Yes

Ms. Campbell Yes

Motion carries 3-0

Ms. Campbell began the meeting by explaining that Mr. Matthew Rodriguez from The Equity Imperative has started initial conversations to work with Salem Public Schools. Principals have been working directly with Dr. Lee Teitel regarding anti-racism, but they have requested a district-wide program. The central office team is starting to plan, so that it will be ready to go next year. This is planned to be the center of next year's district-wide professional development. Ms. Campbell explained how the modules have worked in Lynn Public Schools.

Ms. Campbell shared a draft of the district equity statement. She summarized some of the teacher advisory group's feedback and feedback from the principals. Ms. Campbell suggested asking the student advisory council to also review the statement and provide feedback.

There was additional discussion regarding wording for the statement. The equity statement from Cambridge Public Schools was shared for comparison. Ms. Nuncio suggested that the statement should be simplified. Dr. Zrike added that there could be two separate statements, one for equity and one for anti-racism. There was additional discussion regarding phrases created addressing educators, staff, students and families.

The subcommittee decided to forward the equity statement to Dr. Zrike and Ms. Carbone to take to the district team for feedback.

Ms. Nuncio asked if the Policy Subcommittee should begin reviewing the individual policies pertaining to equity and also suggested possibly a resolution to be presented to the entire Committee. Ms. Campbell requested that they wait on reviewing the policies at this time and suggested that the resolution be presented to the Committee once the equity statement is agreed upon.

It was decided that the next meeting will include continued discussion regarding the district equity statement and also planning for the retreat.

Dr. Pangallo made a motion to adjourn the meeting at 7:14 pm. Ms. Nuncio seconded. A roll call vote was taken.

Ms. Nuncio Yes

Dr. Pangallo Yes

Ms. Campbell Yes

Motion carries 3-0

Respectfully submitted by,

Nancy A. Weiss

Executive Assistant to the School Committee

Approved April 27, 2021