

**Salem Public Schools
Salem School Committee
EQUITY & INCLUSION SUBCOMMITTEE
Meeting Minutes
January 13, 2021**

On January 13, 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, Assistant Superintendent Kate Carbone, Mr. Lee Teitel, and Mr. Andrew Benitez

Call of Meeting to Order

Ms. Campbell called the meeting to order at 5:15 pm

Dr. Pangallo made a motion to approve the minutes of December 9, 2020. Ms. Nuncio 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 introducing Dr. Zrike and Lee Teitel from the Harvard RIDES Institute. Dr. Zrike explained that the school principals were looking for a place to work and network on issues of school equity. They were asking for more support and coaching and how to implement equity and address inequities that exist within their own schools. Mr. Teitel was asked to come work with the Principal's Cabinet and they have been meeting monthly since October. Mr. Teitel has also been doing coaching outside of the monthly meetings and the plan is for the leaders to continue working with him for the remainder of this year and moving forward.

After introductions and background explanations of the Subcommittee and others attending, Mr. Teitel began his presentation. Mr. Teitel outlined the four challenges schools and districts often face in diversity, equity and integration work and the following four questions:

1. Why - what is our purpose/what are we trying to achieve
2. What do our systems need to look like to support our goals
3. How do we develop systems to support our equity plans and make improvements
4. Who do we engage in our equity work

Mr. Teitel explained how RIDES sees understanding and using the 4 I's as the key to systematically dismantling racism: Ideological, Institutional, Interpersonal, and Internalized. Mr. Teitel introduced the RIDES Equity Improvement Cycle and discussed the timeline and goals for

the work in Salem. Phase I began in November, 2020 and will continue until June, 2021. Phase 2 will include the school year 2021-2022.

Mr. Teitel asked the Committee for questions and thoughts. Ms. Campbell explained she was trying to understand how an open, honest discussion can take place when the Committee and leaders meet so infrequently and in the public eye. Ms. Nuncio asked Mr. Teitel if instructional rounds can be effective for students in the elementary level. Mr. Teitel explained that in his experience, it has been very successful. Dr. Pangallo stated that she understands the reasons for going slow and thoughtfully make changes in regards to equity, but at the same time, there is an urgency for change. Dr. Zrike added that the students are also voicing concerns and asking for changes.

After additional discussion, Dr. Zrike suggested possibly scheduling a retreat in the coming months facilitated by the students that are participating and being trained in the Barr Grant. These students are being trained to be able to have these conversations at Salem High School. Ms. Campbell voiced her concerns and stated that she would not want to put any student in an uncomfortable situation or discussion. Mr. Teitel suggests that someone from the outside should facilitate. Dr. Zrike also suggested that the Race Equity Task Force should be invited when planning the retreat.

Before adjourning, it was discussed that the next steps for the retreat would be planned at the next meeting.

Ms. Nuncio made a motion to adjourn the meeting at 7:00 pm. Dr. Pangallo 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 6, 2021