



## Equity Team

September 22, 2020

3:30 pm

Held via Zoom

## Minutes

### Present

Ashley Griffin, BCS Staff  
EJ Maher, Bethany BOE  
Godon LeVasseur, BCS Staff  
Heather Sniffin, BCS Staff  
Jaime Bowen, BCS Staff  
Jason Ewen, BCS Staff  
Jenny Turner, Parent  
Kai Byrd, Administration  
Keith Roselle, Community  
Kerrie Payne, BCS Staff  
Kim Keller, BCS Staff  
Kim Wolcott, BCS Staff  
Lauren Sardi, Community  
Marjorie Nusom, BCS Staff  
Tina Spagnoletti, BCS Staff  
Tom Reed-Swale, Administration

### Did not attend

James Bruni, BCS Staff  
Joe Cofasso, Parent  
Milton Jackson, Parent

### Guests

NA

- Welcome new members to the team
  - EJ Maher - BOE
  - Jenny Turner - Parent
  - Joe Cafasso - Parent
- Equity Team Overview
- Review previous conversations
- Reflections from Linda Darcy PD Time on detours
  - Linda's slides.
  - Avoiding Racial Equity Detours article.
    - Thoughts about students who might not want to participate in a conversation about race at all?
    - Levels of comfort for students and staff may vary.
    - The difference between feeling uncomfortable and being unsafe.
    - Listening with resilience - How do we help students build the skills necessary to not only have an opinion, but listen to others as well and be flexible enough to shape their opinion based on new information.
    - How to have those difficult conversations:
      - Being a critical thinker.
      - How to listen to someone else and facing something that contradicts your experiences.
    - Example statement from a student - "Why don't you know?" - Showing kids that we don't have the answers and that we help them ask better questions.
- Columbus Day (October 12) - Instruction / Celebration or lack thereof
  - How do we address Columbus Day at BCS
    - PK-K-1 Level
    - 2-3-4 Level
    - 5-6 Level
    - <https://www.akomawt.org>
      - Native American group that focuses on ways to address Columbus Day / Indigenous People's Day in a culturally respectful way.
      - Possible reaching out to them in terms of what they do and support for teachers and staff re: CD/IPD
    - Considerations for families with Italian heritage.
    - Adding context - ways to discuss different perspectives.
    - History of Columbus Day as an exploration of the need for the day.
      - A way for people to feel more American.
      - Same for IPD
      - Not either/or, but both/and

- Good ideas for older students
    - Do we even introduce it in younger grades?
    - Discuss the idea of fairness and being included.
    - The idea of teaching correctly not having to unlearn things that are not accurate.
  - Representation re: Indigenous People to share.
- Books and Representation of a Diverse Community
  - Authors
  - Characters
  - Stories
  - Historical examples
- Future Topics
  - Add to Equity Online Resources
  - Engaging in activities and consider the level of safety or need for everyone to be a part of?
  - Ways to frame the conversation in a possible different way.
- Homework (not really)
  - Please try to add something to our list of equity resources.
  - These are not to be shared at this time, but will be screened for possible use for staff and our own learning.