

CONTOOCCOOK VALLEY SCHOOL DISTRICT
Office of the Superintendent of Schools
106 Hancock Road, Peterborough, NH 03458-1197

EQUITY COMMITTEE MEETING

Monday, August 22, 2022

6:00 PM

Location: SAU Finch Room

Minutes

Equity Committee Members: Richard Dunning, Kevin Pobst, Doug Sutherland, Liz Swan

Present: Richard Dunning, Doug Sutherland, Liz Swan, Dr. Kimberly Saunders

Liz Swan called the meeting to order at 6:01 p.m.

1. Approval of May 24, 2022 Minutes

Dick Dunning motioned to approve the minutes of May 24, 2022. Liz Swan seconded. Doug Sutherland abstained. All others in favor. Motion carried.

2. Review & Discuss Goals Set in Strategic Plan Around Equity & Diversity

Liz Swan said that redefining what this committee is responsible for was previously discussed. Educational equity needs to be discussed at Education Committee.

DEIA (Diversity Equity Inclusion) work is underway. In the 2022-2023 SMART Goals, the most actionable item is forming a committee with community members to audit DEIA work. A subcommittee of sorts. Representatives would review equity issues for growth and opportunity. The tentative start date for that work is October 2022. Is it more of a communication?

If it is going to be district-wide, a charge from the board is needed to start a new committee. We need to look to some of our community members about the best ways to create the committee and invite people. Others have made the commitment to do this and petered out. We need to share that this is an opportunity and invite people to participate. Kimberly Saunders said that particular people can be asked to join as well. The first step would be to go to the board and create a charge. The Equity Committee should come up with the charge and bring it to the board. What is it specifically that we want to look at that we see as an equity issue around the ConVal School District. What issues haven't we addressed? What are those that we have? What do we want to accomplish?

The SMART Goal is to create an RFP to have someone come in and conduct an equity audit. The State of Equity in ConVal will be evaluated. There is a layer around cultural competence. A bank of questions will be sent as part of the RFP.

A draft of the Strategic Plan should be sent out in the next 4-5 weeks. It is important for this to occur beforehand so that the work does not get sidelined.

Discussion took place about what the audit should look like. There is so much we can do for the kids right now.

Discussion took place about representative groups of people and what it feels like to live in this community and what ConVal thinks it looks like to live in this community.

How are we going to get enough people to participate? Once the RFP is sent out, we'll know more.

Assuring that there is equal representation of populations of people is important and necessary. People need to know and feel that they belong.

What are the next steps that would be most helpful? The Strategic Plan needs to be released first. Putting together the survey for feedback would follow. Drafting the charge of this committee is a next step.

Kimberly Saunders suggested that those on this committee listen to the podcast “Nice White Parents”.

Doug Sutherland suggested not worrying about getting people of color and LGBTQ on this committee. They’ll come on their own and if not, the conversation has to happen anyway.

3. Other

Equity Committee should meet next potentially late in September, early October.

Meeting adjourned at 7:06 p.m.

Respectfully submitted,

Brenda Marschok