

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

EQUITY COMMITTEE MEETING

Tuesday, September 27, 2022

5:00 PM

Location: SAU Board Room

Minutes

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

Present: Richard Dunning, Doug Sutherland, Kevin Pobst, Liz Swan, Janine Lesser, Dr. Ann Forrest, Dr. Kimberly Saunders

1. Approval of August 22, 2022 Minutes

Dick Dunning moved to approve the minutes of August 22, 2022. Doug Sutherland seconded. Unanimous.

2. Review the proposed language for the board charge to create the Diversity, Equity, Inclusion and Accessibility (DEIA) Subcommittee

Kimberly Saunders reported that some districts who have DEIA committees are struggling until they can lay the groundwork.

A "Superintendent Committee" might be thought of rather than a DEIA. It can have anyone on it and does not have the same posting requirements as other meetings. What powers would the committee have? Any recommendations from the committee would have to go to the board.

It provides an opportunity for groundwork on "why are we here?" and "what are the goals?"

Would the Superintendent's Committee permit community members to be selected? Kimberly Saunders said that she would be open to suggestions for those who might serve.

Making sure that energy is best spent ensuring that students have access to education is the goal.

We need an RFP to conduct an equity audit and we need a committee to design the RFP. This is within Kimberly's goals approved by the full board.

The suggestion was to let the community weigh in on, and put it out there, regardless if there is conflict and have this be a subcommittee of the board.

"Welcoming" and "belonging" are two different things which need consideration. DEIA (Diversity, equity, inclusion, and accessible) are not the same as (Welcoming, equity, inclusion, and accessible). Replacing the word "Welcoming" with "Diversity" was suggested. Put the word "diverse" in there.

Is the description necessary given this may be a Superintendent's Committee?

The word "belonging" was discussed as an option. Fostering an environment of belonging was a statement favored.

Back to the suggestion of having DEIA a subcommittee of the board. This could be a problem more for teachers and administration than for board members.

Conflict is not the issue. The issue is that the damage that might be done might prohibit work from starting.

Doing the RFP to bring in an expert is the discussion.

DEIA is for all students. It is in line with the district mission statement and core beliefs.

The Equity Committee can simply report out on this discussion and recommendation.

The team has to be created in October with the RFP drafted and approved by May 2023.

The makeup of the subcommittee was discussed. Those interested should come forward.

3. General Discussion

General discussion took place in agenda item 2.

4. Adjourn

Dick Dunning motioned to adjourn at 5:43 p.m. Doug Sutherland seconded. Unanimous.

Respectfully submitted,

Brenda Marschok