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RECORD OF THE WORKSHOP OF THE BROOKLINE SCHOOL COMMITTEE HELD ON THURSDAY, MARCH 22, 2016, AT 5:30 PM IN THE JAMES F. WALSH SCHOOL COMMITTEE ROOM, 5<sup>TH</sup> FLOOR, TOWN HALL. STATUTORY NOTICE OF THIS MEETING WAS FILED WITH THE TOWN CLERK.

School Committee Members Present: Ms. Ditkoff (Chairman), Ms. Scotto (Vice Chairman), Mr. Chang, Ms. Charlupski, Mr. Glover, Mr. Pollak (by phone), Ms. Stone, and Ms. Stram. School Committee members absent: Dr. Jackson. Also present: Dr. Connelly, Dr. Fischer-Mueller, Ms. Dunn, Mr. Lummis, and Ms. Coyne.

Others Present: Warren Blair and Christine Kelley and members of the Principal Search Committees. Workshop on Racial Equity participants are listed below.

Ms. Ditkoff called the meeting to order at 5:30 PM. She announced that Mr. Pollak will be participating remotely, by phone, because she has determined that geographic distance makes Mr. Pollak's physical attendance unreasonably difficult.

**1. INTRODUCTION OF NEW LAWRENCE AND PIERCE PRINCIPALS AND RECOGNITION OF SEARCH COMMITTEE MEMBERS**

Dr. Connelly introduced the new Pierce Principal, Christine Kelly and the new Lawrence School Principal, Warren Blair. Dr. Connelly expressed his appreciation to the Search Committee members for the time and commitment they gave to this process.

**2. WORKSHOP ON RACIAL EQUITY**

The following people participated in the Workshop:

Facilitator	Cynthia Silva Parker
School Committee	Susan Wolf Ditkoff, Chairman Barbara Scotto, Vice Chairman Ben Chang Helen Charlupski Michael Glover David Pollak (by phone) Rebecca Stone Beth Jackson Stram
Senior Staff/ Central Admin.	Joe Connelly, Interim Superintendent Jennifer Fischer-Mueller, Deputy Sup. Teaching and Learning Mary Ellen Dunn, Deputy Sup. Administration and Finance Ben Lummis, Special Assist. to the Sup. for Strategy/Performance Gabe McCormick, Director of Professional Development
Principals/School Administrators	Andrew Bott, Lincoln Principal Mary Brown, Baker Principal Monica Crowley, Upper Devotion Principal Deb Holman, Brookline High School Headmaster Melanee Alexander, BHS Associate Dean of Students Anthony Meyer, Dean of Students

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The purpose of the workshop was to build a common understanding among school leaders of key concepts related to racial equity, in order to inform later discussions and deliberations about educational equity within the district. The desired outcome was for participants to leave with a shared understanding of key concepts, including race, racism, racial justice, racial equity, unconscious bias, micro-aggressions, and privilege and an initial understanding of the relevance of these concepts for a school district.

After start-ups and an ice breaker, the group focused on normalizing conversations about race and racism. The facilitator noted that conversations about race bring up a wide range of emotions. The group explored how changing our metaphors and expanding our sense of humility can open up space for more productive conversations. The group reflected on how racial identity can influence work. The next segment was on getting grounded in a common framework for the following: Diversity, Inclusion, Racial Equity; Levels of Racism; Unconscious Bias; Privilege; Micro-aggressions; and Targeted Universalism. The group then reflected on the relationship between racial equity and the district's work and the implications and applications.

### **3. NEW BUSINESS**

The School Committee considered a naming request. Ms. Charlupski explained that the Capital Improvements Subcommittee voted unanimously to recommend this request. She noted that there would be no cost to the town or schools and that the Director of Public Buildings would be responsible for scheduling, assigning or contracting, and supervising the work (e.g., electrical and signage). Ms. Charlupski provided examples of similar past actions.

#### **ACTION 16-14**

On a motion of Ms. Charlupski and seconded by Ms. Stone, the School Committee voted UNANIMOUSLY to waive Public Schools of Brookline Policy F2. Naming Spaces: 2. An individual who has demonstrated lengthy and/or exemplary service to the students of Brookline, provided the named honoree has not served in the PSB for a minimum of two years prior to his/her nomination to be honored with the naming of a space.

#### **ACTION 16-15**

On a motion of Ms. Charlupski and seconded by Mr. Chang, the School Committee voted UNANIMOUSLY to approve the request.

### **4. PROPOSED EXECUTIVE SESSION**

By unanimous roll call vote at 9:15 PM, the School Committee entered into Executive Session for Purpose 2, to conduct strategy sessions in preparation for negotiations with nonunion personnel, i.e., the Superintendent, and for Purpose 3, to discuss strategy with respect to collective bargaining (Brookline Educators Union-Units A, B, and Paras) because the Chairman has declared that an open meeting may have a detrimental effect on the School Committee's bargaining position. By unanimous roll call vote at 10:15 PM, the School Committee reconvened in public session.

**5. ADJOURNMENT**

Ms. Ditkoff adjourned the meeting at 10:15 PM.

Respectfully Submitted,

Robin E. Coyne, Executive Assistant  
Brookline School Committee