

**Salem Public Schools  
Salem School Committee  
EQUITY & INCLUSION SUBCOMMITTEE  
Meeting Minutes  
April 27, 2021**

On April 27, 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, and Emily Ullman

**Call of Meeting to Order**

Ms. Campbell called the meeting to order at 5:30 pm

Ms. Nuncio made a motion to approve the minutes of April 6, 2021. Dr. Pangallo seconded the motion. A roll call vote was taken.

Ms. Nuncio                      Yes

Dr. Pangallo                    Yes

Ms. Campbell                Yes

Motion carries 3-0

Ms. Campbell explained that she received feedback from the students regarding the equity statement. Dr. Zrike also provided the feedback from the district leadership team. There was discussion of possibly creating two statements, but would like them to be synched. The statement should read that there is equity for all and also state that we are an anti-racist district. It was suggested to invite students to an Equity Subcommittee meeting so that they can see the actions that can take place. Ms. Ullman added that she believes the statement should list out that all identities are accepted and needs to be something that could be put as a signature on an email. Dr. Pangallo asked if there should be a detailed statement and then a short signature line. They agreed that the statement should include more representation so that students can see themselves.

Dr. Zrike suggested that there should be an Equity Retreat for the School Committee members and invite students to play a role. He feels that they should be included in the discussion of the future of schools. Dr. Zrike also suggested a book study with the School Committee and the students. He would like to have a book selected for elementary, middle and high school. Possibly a citywide read regarding equity tailored to the specific grades. Dr. Pangallo suggested that if it is done over the summer, we could ask recent alumni who may want to participate. In addition, summer equity meetings could also be hosted in Spanish.

Ms. Carbone gave an update that she spoke with Matthew Rodriguez from The Equity Imperative regarding coming to speak to the School Committee to explain what the teachers are working on.

The next meeting will be scheduled for the week of May 24th.

Dr. Pangallo made a motion to adjourn the meeting at 6:35 pm. Ms. Nuncio 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 June 10, 2021**