

**Salem Public Schools
Salem School Committee
EQUITY & INCLUSION SUBCOMMITTEE
Meeting Minutes
June 10, 2021**

On June 10, 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, Emily Ullman, and Ruben Carmona

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 27, 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

Dr. Zrike explained that Mr. Carmona has been invited to this meeting since he is part of the Influence 100 Program. Mr. Carmona explained that he is looking at equity policies around the country. He asked why the Subcommittee has created an equity statement and not a policy. He has offered to share information he has found on different policies and the metrics different districts use. An equity policy establishes stronger commitments than a statement.

Ms. Campbell stated that we are working on an equity decision making protocol and will have guiding questions as we go forward. Dr. Pangallo added that we are trying to make the document shorter and Mr. Carmona's document has more details. We also want to make it more in sync so that everyone understands. Ms. Campbell said that we have moved more towards equity protocol, which is similar to policy and then adopt a statement, which is a snapshot.

Ms. Campbell shared the equity statement for all to review.

Ms. Nuncio made a motion to refer the equity statement to the full committee for the June 21st School Committee meeting. Dr. Pangallo seconded. A roll call vote was taken.

Ms. Nuncio Yes

Dr. Pangallo Yes

Ms. Campbell Yes
Motion carries 3-0

The summer reading program was discussed next. The instructional coaching team and librarians have identified books they are hoping to introduce in September when students are back.

Dr. Pangallo asked if there could be fundraising to make the books available to everyone. She suggested planning and advertising for a September pop-up event. She also asked are there options for younger students and can it be extended for families? Ms. Nuncio suggested a reading marathon outdoors. Ms. Campbell suggested coordinating with Liz Polay-Wettengel for publicity. Dr. Zrike asked if we should promote books for the younger grades and suggested the “free library” for those who can’t afford them. Dr. Pangallo asked if it would be possible to partner with Wicked Good Books downtown and maybe have a “buy one and donate one” program.

Ms. Campbell shared a running list of topics for discussion at future meetings: discipline data and policy around them, equity retreat, student advisory council, etc. Both Ms. Campbell and Dr. Pangallo agreed that the student advisory council stipends is an important topic and asked if this should be presented at a subcommittee or full committee meeting. Dr. Pangallo stated that she is comfortable with discussing this in a full committee meeting in the fall.

Dr. Zrike announced that he has a series of goals and revised the strategic plan and shared with the subcommittee two items of his goals.

Dr. Zrike also spoke regarding the recent finding of the swastika. He stated that he is reaching out to the Jewish community and inviting some of the members of the community to meet. Ms. Campbell suggested someone from the Equity subcommittee attend the meeting also.

Dr. Pangallo made a motion to adjourn the meeting at 6:41 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 August 25, 2021