

**Equity & Inclusion Council
Meeting Minutes
October 21, 2020: 6 pm-7:30 pm**

Slides accessible [here](#)

- I. Welcome, Celebrations: Lifting Up Recent Examples of Work
- II. Introduction to Social Justice Framework
 - A. The Social Justice Framework serves as an important guiding paradigm for the collective action of this work.
 - B. These anchor standards and age-appropriate learning outcomes are arranged into four domains: identity, diversity, justice, and action.
 - C. Note that the areas of Identity, Diversity, Justice and Action are enduring across the lifespan and are applicable to adult learning as well as PreK-12 learning.
 - D. They also may be applied to inform curriculum writing and revision.
 - E. When used as a lens applied to teaching and learning in general, this framework is helpful in examining and altering instructional practices. This framework will be used as a roadmap for the work that will be done with Region 15 students and staff, and the communities of Middlebury and Southbury. In the following 2 slides, I'd like to take a moment to share a bit more specifically about the 4 domains.
- III. Expectations of E&I Council Members
 - A. Members should regularly attend the Equity & Inclusion Council meetings**
 1. At these meetings, subcommittee members will be expected to share the work they have completed to date and to explain their next steps to the rest of the council.
 2. Additionally, there may be time for the subcommittees to meet in their groups to continue their work/planning during council meetings.
 - B. Some subcommittee assignments will likely need to be worked on outside of full Equity & Inclusion Council meetings**
 1. The almost monthly meetings of the Equity & Inclusion Council will probably not be enough time for the subcommittees to meet, plan, and carry out their action steps related to the goals and commitments. Therefore, subcommittees may need to schedule their own meetings throughout the year.
 - C. There are three goals for the Equity & Inclusion Council with multiple commitments (objectives) and action steps.**
 1. Two of the goals focus on the work that will occur within and spearheaded by the school system and one of the goals focuses on the work that will occur within the communities of Middlebury and Southbury and will be spearheaded by members of the communities.
 2. At each of the Equity & Inclusion Council meetings, time will be provided for a member of each subcommittee group to share out about the status of their group's work and to receive feedback from others in the council.
 - D. Members of the Equity & Inclusion Council have the belief that members are working together towards the goals set forth in the plan.**
 1. Working together means that there is open communication and positive relationships between members where everyone feels valued and respected, and where there is support and trust for one another.
- IV. 3 Breakout Groups according to role to discuss goal, commitments, and accountability measures: are these doable? Are there others to add? Should any be revised? Which are you willing to commit to and work on and/or lead?
 1. Goal 1, Staff & Students
 2. Goal 2, Staff
 3. Goal 3, Community Members
- V. Discussion and share out from small group conversations
- VI. Announcement of future meetings, all will be 6-7:30 pm via Zoom: Thursday, November 19; Wednesday, January 13; Wednesday, February 17; Tuesday, March 16; Wednesday, April 21; Wednesday, May 19