

Diversity, Equity, and Inclusion Committee

Champlain Elementary School

6:00-8:00 pm, 6 February 2018

Present: Commissioners Susanmarie Harrington (chair), Kathy Olwell,, and Jeff Wick;
Superintendent Yaw Oben

Guests: Eli Pine (BHS senior)

1. Call to Order
2. Approval of Amended Agenda (item 4 added)
3. Public Comment : none
4. Student Presentation on Raising the Black Lives Matter Flag yearly at BHS. Eli Pine presented on behalf of a group of students who are part of the BHS Social Justice Union. They have created a petition and proposal regarding annually flying a Black Lives Matter flag in February at BHS. If the Board approves, the high school would hold a flag raising ceremony on February 16, followed by discussions in advisories. BHS teachers and administration have been very supportive. Brief discussion afterwards, with much gratitude expressed for the students' thoughtful work. The group will work with Commissioner Seguino on bringing a presentation/resolution to the full Board in February.
5. Support for Montpelier resolution: Committee approved language for a resolution to bring to the February Board meeting.
6. Discussion of School Resource Officer report
 - a. What did we learn? The report needs to be fine-tuned: make sure that the figures are really covering what we want to know. Need to filter out irrelevant data (such as traffic stops or events with people on the sidewalk).
 - b. What do we want to know that we can't currently tell? What about the narratives of the arrests? Could we review them quarterly? Why are people getting arrested? Committee discussed what is the role of district staff vs. role of Board vs. role of BPD analysis; this is something we can achieve more clarity on in the future.
 - c. Should this committee have a conference with the SROs for more context behind the data? Sparks already works with the police regularly regarding restorative processes. A resource officer will be invited to our next meeting.
 - d. Can police share their expertise with responding to the opioid epidemic? This could be a good area for knowledge sharing.

- e. What about improving community-police-school cooperation? What would it take to have a truly restorative community for all students--schools, police, Community Justice Centers working seamlessly. Could that inform the report? What is the implicit bias and de-escalation training for SROs? What's more interesting than arrests is how many situations got diffused. Is that practice incorporated into how they work with students? We want to make sure every opportunity is taken to de-escalate.

7. Planning Future Agenda Items

- Historical overview of the restorative process work to date (March-- Superintendent Obeng will coordinate with Director Sparks)
- Invite SRO--ask for Officer DiFranco from BHS? (March)
- Inviting teachers from a school (April)
- Equity amongst the schools in the city (are we using strategies that will work? Commissioner Olwell is interested in what research underlies the strategies in use.) Committee will follow up on Achievement Gap 101 program.

8. Meeting adjourned at 7:02. Next meeting March 20 (date adjusted to avoid conflict with Town Meeting Day).