



**Gorham School Committee
Anti-Racism Advisory Committee
Meeting Agenda
Dec. 21, 2020 7:00 p.m.
Via Zoom.**

Please click on the link below to go to each meeting agenda. Zoom links for each meeting will be just under each link. Agendas will follow. Notes for each meeting will be taken on the agenda itself so all work can be followed in real time by anyone interested.

- [Monday, Dec. 21, 2020](#)
- [Monday Jan. 25, 2020](#)
- [March 22, 2021](#)
- [April 29, 2021](#)
- [May 27, 2021](#)
- [June 17, 2021](#)

December 21, 2020 Agenda:

Join Zoom Meeting Link:

<https://networkmaine.zoom.us/j/89621971260?pwd=VUR3a3dva3hHRFJ1RHgwNXZONm1Ddz09>

Meeting ID: 896 2197 1260

Passcode: 9

Telephone: +1-301-715-8592

Present: Deb Breting (MICC), Liz Greason (MICC), James Ford (MICC), Phil Gagnon, Nicole Hudson, James Brockman, Heather Perry, Chris Record, Tatiana Jonk, Lauren Lamanna, Jane Seidenberg, Marie Whitney, Rebecca Ambrose, Melinda Sheehee, Jen Whitehead, Helene Adams, Hannah Sirois, Oona Gilles Weil, Kelli Deveau, Farausi Cherry, Brian Porter, Tom Smith, Ryan Watts.

Absent: Qasim Rabbini, Sarah Titus, Suzanne Phillips

7:00 - 7:05 p.m. Welcome (Chair, Phil Gagnon)

- Phil welcomed participants and thanked them
- Introduction of Liz Greason
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7:05 - 8:00 p.m. Introductions w/Prompt (MICC Facilitator, Liz Greason)

- Liz introduced Deb Breiting & James Ford as co-facilitators
- Important to know who is here and why they are here as we tackle the goals of the Anti-Racism policy

Prompt: What brings you to this conversation?

- James: find a way to make this a safe space
- Who you are and why you are here (James modeled)
- Parameters for tonight
 - Stay engaged
 - Speak your truth
 - Listen for understanding
 - Be comfortable with being uncomfortable
 - Honor confidentiality
- Leverage the strengths in the room
- Personal experiences drive us (experiences in Maine and out of Maine), family experiences, children experiences
- Not sitting back anymore, engaging, “citizen as an action”
- Needing to learn more, educating self on topics
- Scope of own reference is limited
- Be part of the change
- Student voices

8:00 - 8:15 p.m. Overview of [Committee Purpose](#) (Chair, Phil Gagnon)

Why are we here as a group?

- Phil outlined the committee purpose

8:15 - 8:30 p.m. Discussion Regarding Next steps

- Scheduling next & future meetings.
- Topics for next meeting agenda.
- Homework for next meeting
 - Read School Committee [Anti-Racism Policy](#)
 - Read “1-pager”: Update on Meeting the Objectives of the Anti-Racism Policy in the Gorham School District
 - [Anti-Racism Policy in the Gorham School District](#)
 - Read article: [Color Brave Space - How to Run A Better Equity Focused Meeting](#)

- Intro to IDI and complete IDI survey prior to next meeting.

March 22, 2021

Join Zoom Meeting

<https://networkmaine.zoom.us/j/89638358755?pwd=UUJsMzRqY0lyRzZUSmh6RHZ0akZRQT09>

Meeting ID: 896 3835 8755

Passcode: 192511

One tap mobile: +1-646-876-9923

Pework:

1. Read [“Group Norms from Amber Coleman-Mortley”](#), Anti-Racism Ad-Hoc Advisory Committee document, Anti-Racism Policy
2. Review [Gorham Anti-Racism Policy](#)
3. Review [Anti-Racism Committee Purpose, Membership and Duties Document](#)
4. Review [Work Accomplished Thus far](#)

6:00 - 6:10 p.m.

Welcome & Reflections on Previous Meeting (Heather)

- Why does this group look different now? Why was there a pause?
 - Seeking to embody anti-racism in this committee; course correcting

6:10 - 6:25 p.m.

Super brief Introductions: who are you and what is your role in the context of this Committee? (Liz)

6:25 - 6:50 p.m.

Purpose and scope of Committee (Nicole)

- What is our common goal? The goal of this committee?
 - To advise and support Gorham leadership on the implementation of the Gorham Anti-Racist Policy
- To what extent will the recommendations be accepted? What is the power of this group?
- How are decisions being made?
- Q and A

6:50 - 7:20 pm

Discuss “Group Norms from Amber Coleman-Mortley” & Setting of Group Norms (James)

- In large group, James facilitate discussion of group norms

- Go through each norm, addressing the following questions:
 - What do these look like in action?
 - Is anything missing?
 - Does everyone agree? (thumbs up, down, or middle)

7:20 - 7:50 p.m. Vision Conversation: Imagine - What Would The Gorham Schools Look Like As an Anti-Racist and Equitable Organization? (James, Deb, and Liz)

- Discuss question in three smaller groups lead by James, Deb, and Liz
- Report out to larger group, record

7:50- 8:00 p.m. Closure and Next steps/"homework" (James, Deb, and Liz):

- Closure
 - In one word or phrase, how are you doing/feeling? (James)
- Next steps/"Homework"
 - Continue to consider: What Would The Gorham Schools Look Like As an Anti-Racist and Equitable Organization? Additionally, consider: How does this vision align with current policy?
 - Read Update on Meeting the Objectives of the Anti-Racism Policy in the Gorham School District [Anti-Racism Policy in the Gorham School District](#)

April 29, 2021 Agenda

Join Zoom Meeting

<https://networkmaine.zoom.us/j/84473772352?pwd=bml6L0graGsrVU93V2VDU202TDJEZz09>

Meeting ID: 844 7377 2352

Passcode: 262998

Pre-Work:

- Re Look and review [group norms](#) from last meeting. (Changes based on feedback and discussion from last meeting have been made. Also, with his permission, Anas Mohammed Beshir's email feedback has been included as an addendum.)
- Review and be prepared to [discuss summary of break out rooms](#) from last time.

- Read Update on Meeting the Objectives of the Anti-Racism Policy in the Gorham School District [Anti-Racism Policy in the Gorham School District](#)

Meeting's agenda (April 29th 6:30-8:00):

1. Checking in about norms
2. Opening up space: how is everyone doing in light of our national and local contexts?
What's the impact on you?
3. Summarize what we envisioned in breakout rooms from last time
4. In breakout rooms:
 - a. Reflecting on the homework and moving forward:
 1. What does the Gorham anti-racist statement mean to you?
 - a. [Anti-Racism Policy](#)
 2. To what extent are those visions in the process of being realized
 - a. https://docs.google.com/document/d/1V9dxDfGevVjfnQDFSJWN51zxVtwLI_pHIAup16QAzIs/edit?usp=sharing
 3. What is missing/needs work
 - a. We don't know what we don't know
5. Introduction to building capacity through the Intercultural Development Inventory (IDI)

HW: Build capacity around knowing what we don't know (case study, taking the IDI)

May 27 Meeting Agenda:

Join Zoom Meeting

<https://networkmaine.zoom.us/j/83921181489?pwd=a3dWZytuVXJrQUtHRc0tDMm1tUUovZz09>

Meeting ID: 839 2118 1489

Passcode: 934378

Prewrite:

Please read the following

Case Study:

https://docs.google.com/document/d/1Ri-UzmJE3j-Pm9zBueYRVI7zTt-j8n8u_eXwKdbAztE/edit?usp=sharing

Information about taking the IDI:

<https://docs.google.com/document/d/1rt-62ZFauz0k0dqSoJxxVxErCJVCogOUiVTjaIS-yzY/edit?usp=sharing>

Summaries from Breakout Rooms on 4/29/21 with synthesis from MICC:

<https://docs.google.com/document/d/17U71R04lGI-mntdWX5PnrJfbbRG2CvufCZ4gli0un-g/edit?usp=sharing>

Take the IDI (link will be sent directly to committee members Friday, May 21 from idiadmin@idiassessment.com)

Agenda for Thursday, May 27th, 6:30-8:00

1. Check in about June meeting date (Heather or Nicki)
2. Check in about group norms (James)
3. Introduction of NEA capacity building framework (Deb)
4. Synthesis from small group discussion on 4/29 (Liz)
5. Case study discussion in small group (Deb)
6. Pause (2 minute)
7. Share out from small groups
8. Connecting this to the Intercultural Development Inventory (IDI) and reflection (Liz)

Homework for June meeting: ~~Complete asynchronous learning module “Ripple Effects of Culture” in preparation for IDI work. Link will be sent.~~ Fill in committee preferences--link and context forthcoming. Here is the link, with context: <https://forms.gle/2XYek8Q3K9E9HRhS6>

Additional info as we think about a June meeting date:

The following dates do NOT work for us, as facilitators: June 7, 23, 24, 28, 29, 30

Other M/T/W/Th dates can work, with the 17 being particularly good.

June 17 at 6:30 p.m.

WE WILL BEGIN IN SMALL GROUPS - ZOOM LINKS ARE BELOW: These small groups are not open to the public as they are intended to be groups whereby individuals can feel safe and honest to be fully present in these difficult conversations, which can often be very personal. The work of each group will be reported out in the public portion of the meeting beginning at 7:30 p.m. All are welcome to attend. Link is below.

6:30-7:20 Join Zoom link for small Work and Action Group. (Details about which group you're in will arrive Wednesday, June 16th)

Long Term Goals of Small Groups: Make recommendations in each area (curriculum, training, policies) based on understanding what's currently happening, what the gaps are, and what a vision for a just and equitable school district would look like.

- **Curriculum** (with Liz) Zoom link: HOLD ON TECHNICAL DIFFICULTIES...SENDING NEW LINK NOW!
- Here's the new link:
- <https://us02web.zoom.us/j/82550615128>

Join Zoom Meeting

<https://us02web.zoom.us/j/82550615128>

Meeting ID: 825 5061 5128

One tap mobile

- **Policy** (with James F) Zoom link:

Join Zoom Meeting

<https://networkmaine.zoom.us/j/86467441446?pwd=WGFjMXVvSkYvUGp6OWJIYXRWR3lwQT09>

Meeting ID: 864 6744 1446

Passcode: 684666

- **Training and Support** (with Deb) Zoom link:

Join Zoom Meeting

<https://networkmaine.zoom.us/j/81068443222?pwd=bHVZU0ZEdis0cVBVWWRHMklrbnJOZz09>

Meeting ID: 810 6844 3222

Passcode: 612758

- Debrief and check in about last meeting
- Discuss purpose and goals of small groups
- Generate questions to bring back to larger group

7:20-7:30 Break

7:30-8:00 Join large group Zoom link (public):

Join Zoom Meeting

<https://networkmaine.zoom.us/j/82032573241?pwd=K3ErQ0lIM2RSejZSOUVrL0hWS2J1QT09>

Meeting ID: 820 3257 3241

Passcode: 573861

- **Heather updates (on guidelines for public involvement, etc.)**
- **Report out from groups**
- **Q and A**
- **Next Steps**
 - **Complete IDI (intercultural Development Inventory), if you haven't already**
 - **IDI asynchronous online training**
 - **Suggested recommended reading and resources**
 - **Collaborative document forthcoming**

Parking Lot Ideas For Future Meetings:

- **Shared Google Doc for Resource sharing???**