



Gorham School Committee Anti-Racism Advisory Committee Running Agenda & Notes 2021-22

Click [HERE](#) for Membership List

Please use the links below to navigate the meeting agenda. Just click on the date for the meeting and it will take you to the agenda for that date. Notes will be kept for each meeting on the same document as the agenda for easy reference. If meetings are held via zoom, zoom links will be found at the top of the agenda. If meetings are held in person, specific locations will be found at the top of the agenda as well.

September 29, 2021 @ 6:00 p.m. (In Person)	March 16, 2022 @ 6:00 p.m. (in Person)
October 20, 2021 @ 6:00 p.m. (In Person)	April 26, 2022 @ 6:00 p.m.
November 17, 2021 @ 6:00 p.m. (Exec. Ses)	May 18, 2022 @ 6:00 p.m.
December 15, 2021 @ 6:00 p.m.	June 15, 2022 @ 6:00 p.m.
January 19, 2022 @ 6:00 p.m.	

September 29, 2021 Agenda

*****rescheduled from Sept. 15*****

Location: GMS Library

Note #1: this will be a highly “organizational” type of meeting that will set the stage clearly for our continued work together over the course of the coming year. Much like a classroom...with time spent up front re-establishing our purpose and norms...we will set the stage for the exciting opportunities that lie before us yet to come!

Note #2: Just a reminder that if you haven’t already done so, please complete your IDI survey prior to this meeting. Also, you should have completed the online learning module #1 to understand first hand some of the training already delivered to Gorham faculty and staff and for us to have a common language for our work. We also encourage you to watch Netflix’s 13th to give context to our work.

6:00 - 6:15 p.m.

WELCOME BACK & RE-INTRODUCTIONS

- Welcome back message - Superintendent Perry

- Introductions - Nicole Hudson
 - Planful ways to engage the community
 - Heads up on specific messages of note
- Icebreaker activity - James Ford

6:15 - 6:45 p.m.

LEARNING OPPORTUNITY

- [Celebrating the Work Thus Far](#) - Superintendent Perry
- Discussion/Reflection/Q and A - All/Maine Intercultural

6:45 - 7:10 p.m.

SHARING OF COMMITTEE WORK; [PURPOSE](#)

- Purpose of large group meetings - Maine Intercultural
- Duties/purpose of large group meetings - Maine Intercultural
- Duties/purpose of small subgroup meetings - Maine Intercultural
- Discussion/Reflection/Q and A - All/Maine Intercultural

7:10 - 7:25 p.m.

STEERING/FEEDBACK & DIRECTION FOR [SMALL GROUPS](#)

- What is missing for small group work?
- Share contact information
- Establish subcommittee mtg. Schedule for at least the next few months.

7:25 - 7:30 p.m.

CLOSING

Statement/Summary of work completed during Sept. 29 meeting:

The Gorham School Committee Anti-Racism and Equity Advisory Committee met on Wednesday, September 29th at GMS for its first meeting of the 21-22 school year. This group consists of community members, parents, teachers, and administrators, and is facilitated by Maine Intercultural Communication Consultants. Its mission is to advise the Gorham School Department and the Gorham School Committee on enacting the [Gorham Anti-Racism Policy](#). Specifically, the committee seeks to assure that Gorham Schools is a welcoming place for all and that all students and families feel a sense of belonging in the Gorham Schools community.

In this first meeting, Superintendent Perry shared with the group the [Celebration of Work Thus Far](#) in service of the Policy. Committee members asked clarifying questions about depth, methodology, deliverables, in addition to timelines of this and future work. Then, Liz Greason of Maine Intercultural, clarified the [purpose and structure of the Committee](#). Specifically, there will be monthly meetings of the group that are open to the public. There will also be (at least) monthly work meetings of subcommittees/work groups, which will focus on examining and advising on each of the following areas: curriculum, policies, or training. Because of the

workshop nature of the meetings, these subcommittee meetings will not be open to the public. Timing of these meetings will be determined by the members of each subcommittee/workgroup.

The structure of monthly meetings of the full Gorham School Committee Anti-Racism and Equity Advisory Committee will be 1) a learning opportunity 2) Report out of subcommittee/workgroup meetings 3) Steering and feedback to subcommittee/workgroups 4) voting of committee members, as needed, to bring recommendations to Gorham School Committee and/or Gorham School Department leadership.

The next meeting will be held at GMS on October 20, 2021 at 6:00 p.m.

October 20 Agenda

Location: GMS Library @ 6:00 p.m.

Note we will be “flip flopping” the Learning Activity and Individual Committee Report outs at this meeting to save time at the end to join a webinar put on by USM with guest speaker Dr. Ibram X. Kendi.

6:00 - 6:15 p.m.

CATCH UP & OPENING ACTIVITY

- Take a few minutes to catch up with one another!
- Welcome & Introductions (Nicole)
- Facilitation Update and November meeting (Liz)

Notes: Meeting in November will be online to increase participation. We will also be in executive session due to the confidential nature of reviewing Individual IDI survey results from the group.

6:15: - 6:45 p.m.

INDIVIDUAL SUBGROUP REPORT OUTS

- Curriculum (Liz or designee) - 8-10 min.
- Training (Deb or designee) - 8-10 min.
- Policy (James or designee) - 8-10 min.
- Feedback & Direction for Upcoming subcommittee meetings - 8-10 min.

Notes: Curriculum Committee:

- Met on 14th of Oct. via zoom.
- Reviewed purpose and charge of the committee.
- Bulk of time Nicole reviewed Heather’s presentation to the School Committee on Phase I of the curriculum audit work.
- Ten questions teachers completed via a self assessment tool.
- Emerging theme - a real need to focus on social studies K-12
- Various focus areas from different grade levels.

- Discussions and “wonderings”: Let’s make sure there are additional critical lenses beyond self evaluation in the next step of the curriculum audit. Particularly let’s get student input and parent/community involvement.
- Wanted more specificity of what materials are being used and how DEI is being handled in the classroom. Examples of outdated terminology. Questions based on implicit bias and microaggressions.
- Training teachers on how to interrupt bias and microaggressions so future training might focus here.
- Recommendation: Include student voice as part of next phase of curriculum audit in multi-pronged, interculturally responsive manner. (voted and endorsed by the group)
Anonymity, focus groups, surveys, 1:1 conversations and examples of questions.
- Considered action steps - we are bringing that recommendation to the committee. Process will be to vote as a committee to endorse idea that student voice be included in second step.
- Need to schedule next meeting
- Dan mentioned the training provided by Deb today to 6-12 ed. Techs.

Training Group Report out:

- Discussed purpose of the group.
- Came out with more questions that we wanted answers to before deciding action steps
 - What can we do that doesn’t require school board approval or is that always the first step?
 - Adults discussion vs. trying to gauge what students are seeing, hearing and feeling to help us guide potential training that may be needed.
 - Want to involve the community. How do we provide the opportunity for community discussions and training.
 - Danielson model is used as part of evaluation model for teachers. How do we evaluate staff on equity and inclusion as part of this or is there a different model we should be using?
 - Can we figure out a way to survey our children. How do we measure this?
 - Can we commit to researching this as a subcommittee and possibly implementing this as a focus area.
 - We talked about the intercultural leadership cohort - how do we align to this group’s work? How can we help impact this work?
 - What are they currently doing (leadership cohort).
 - Timing of discussions - when do we decide what PD is done?
 - USM teaches cultural awareness and is part of the existing framework...considering what we can use that is already out there rather than reinventing the wheel.

- Getting better understanding of what has been done now.
- Strategic plans - where do these conversations take place and how can we provide input?
- How is it tracked...what time frames are we working with here. What mechanisms can be put in place to track and understand impact.
- What is the plan for after that (contract with MICC)?
- Want to ensure training is done widely, not just teachers. Also what about volunteers?
- Community involvement...how do we keep track of the narrative?
- Tracking the delta - can use MICC continuum (IDI) but what else makes sense...can we make additional recommendations?
- Share link on committee structure for new members
- Brian J. going to training committee

Policy

- Did not meet YET.
- Will convene between now and next time. [Given pre-work requirement for next meeting, may actually not meet.]

6:45 - 6:55 p.m.

GROUP DISCUSSION RE: FILLING OPEN MEMBERSHIP SLOTS

- We've had two recent committee resignations due to busy schedules (Imani, Kristina). Both were voting members. We will discuss how to proceed with filling these key stakeholder slots moving forward. 8-10 min.

Notes: Reach out to community to see if we can find other women of color to fill these positions. We want to be intentional about the structure and membership of our committee. If there are people that you know, particularly if they are women, POC, and interested...let's leverage the connections we have.

6:55 - 7:00 p.m.

QUICK BREAK

7:00 - ????

LEARNING ACTIVITY

- **USM Sponsored Webinar - A Conversation With Dr. Ibram X. Kendi**

Note: *It just happened to coincide with our meeting this evening and the topic was in alignment and we rarely get to see national level speakers on the topic of Anti-Racism here in Maine - so I signed up to have us all participate in the webinar. The webinar will go beyond our typical 7:30 ending time, but please know - folks that need to leave at 7:30 can do so...and folks that want to stay can stay. I'll be there through the full presentation.*

Note #2: *If technology for some reason does not cooperate, our "back up" plan will be to spend time reviewing the Phase I Curriculum Audit report and digging in to provide additional feedback to this important work as we get ready to begin "phase II". If things go smoothly, we will make sure this topic is on the agenda for our November meeting.*

November 17, 2021 Executive Session

Location: Via Zoom

Discussed committee's group results of Intercultural Development Inventory assessment.

December 15, 2021 @ 6:00 p.m.

Location: Via Zoom

Join Zoom Meeting

<https://networkmaine.zoom.us/j/83202808930?pwd=NWJZbVc4RVliT3dUanNBm45V1NIQT09>

Meeting ID: 832 0280 8930

Passcode: 043310

6:00 - 6:15 p.m

WELCOME and INTRODUCTIONS

- Welcome public and new members and introductions - Nicole Hudson, School Committee Member
- Check in (James F)

6:15 - 6:30 p.m.

LEARNING: UNDERSTANDING HOW SCHOOL COMMITTEE PROCESSES & DECISION MAKING WORKS [Heather/Nicole]

- [Policy Development Process Overview](#)
- [Budget Development Process & Timeline Overview](#)
- [School Committee Action Process Overview](#)

6:30 - 6:55

SHARING OF SUBCOMMITTEE WORK

- Policy (James or designee) - 5-8 min.
 - [Anti-Racism Policy Subcommittee Meeting Notes - December 8, 2021](#)
- Training (Deb or designee) - 5-8 min.
 -
- Curriculum (Liz or designee) - 5-8 min..
 - Discussion of:
 - IDI results and framework
 - Role of this sub-committee in curriculum work
 - How social studies is being taught
 - Recommendations of:
 - 3rd party curriculum review
 - External speaker series
- Feedback, Discussion & Direction for Upcoming subcommittee meetings - 5-8 min.
- Voting on items to be officially recommended to school committee and/or district leadership - 5-8 min.
 - **Third party curriculum review for social studies K-12, possibly done in sections/phases is recommended by this committee**

7:00 - 7:30 p.m.

EXECUTIVE SESSION (closed to public)

- Continued discussion of Intercultural Development Inventory (IDI) results

January 19, 2022 Agenda

6:00 p.m. via zoom.

Join Zoom Meeting

<https://networkmaine.zoom.us/j/89472196923?pwd=cjJTL3J6UGNtS0lxOUp1bnNVQ3JsUT09>

Meeting ID: 894 7219 6923

Passcode: 851461

6:00 - 6:15 p.m.

WELCOME & INTRODUCTIONS

- Welcome public and new members and introductions - Nicole Hudson, School Committee Member
- Check in and creation of BIPOC subcommittee (James F)

- Purpose: to provide support and empowerment for BIPOC members of the Anti-Racism and Equity Committee.
- Something we want to change or appreciate about the group:
 - Willingness of folks to keep showing up and listening to each other and doing the work; this is a journey
 - wishing/appreciating when we can meet together
 - Appreciate the flexibility of timing AND frustration with how long it's taking, working out some of the kinks

6:15 - 7:05

SHARING OF SUBCOMMITTEE WORK (with imbedded learning/discussion)

- Summary of subcommittee meetings with feedback, discussion
 - Training (Deb or designee) - 15 min.
 - Desire to have both outside experts and peers
 - High School students training middle school students, for example
 - Pre Training activities (Kapernick book, for example)
 - Focusing on Microaggression and Privilege in training
 - HS has time
 - Training for teachers on how to handle discussion of strong opinions: election, Jan 6, etc in a cultural responsive, respectful way (courageous conversations)
 - Admin retreat/training
 - Common read
 - Curriculum (Liz or designee) - 15 min.
 - Did not have time to report out
 - Policy (James or designee) - 15 min.
 - Did not have time to report out
- Voting on items to be officially recommended to the school committee and/or district leadership - 5 min.
 - Microaggressions Training:
 - For at least one school, student and teachers
 - Face to face setting
 - APPROVED BY COMMITTEE

Announcements: Civil Rights Team Coming Next Month; BIPOC Subcommittee next meeting

Podcast recommendation: For Colored Nerds
Adjourn: 7:05

AGENDA, March 16, 2022

Meeting Location: Gorham Middle School Library - IN PERSON

Start time: 6:00 p.m.

Note: Masking is now OPTIONAL

6:00 - 6:20 WELCOME, OPENING & LOGISTICS

**Note, if we run out of time for the opening pieces whens students come on at 6:20 we can finish up this section after the student presentation.*

- Welcome to public & Members (Nicole)
- Update on Membership
 - [List of Current Members & Open Seats](#)
 - Upcoming discussions regarding length of commitment for members - Suggestions? Email heather.perry@gorhamschools.org
- BIPOC Subcommittee - Will meet as a formal subcommittee and report out to the large group at each meeting.
- Planning Group meeting debrief
- Large Group meetings - Every Other Month? Next meeting April 20?

6:20 - 7:10 LEARNING: GHS CIVIL RIGHTS TEAM PRESENTATION

- The GHS Civil Rights team did a recent survey and collected data from students across GHS that they are using to help guide their work. Students from the GHS Civil Rights team will present this data to the committee along with some of their “take-aways” with time for discussion and Q&A.

Civil Rights Team Presentation

Riley
Klara
Kazim
Elijah

Day of Welcome: schools and communities should be for everyone

Pillars:

- Disability
- Gender (including gender identity and expression)
- Race and skin color
- Sexual orientation
- Religion
- _____

Strengths:

- Posters are making a difference
- Welcoming statements

Need to do better:

- Slurs: unsafe
- Teachers need to respond to slurs
- Not all teachers address DEI stuff beyond first day: inconsistency
- Create opportunities to teach and expand perspectives in curriculum

Initiatives:

- Address bias-based language
 - Civil Rights Team video series
 - Targeted announcements
- Create a more positive culture and provide opportunities to teach and expand perspectives
 - Create a school unity project
 - Art project
 - Continue speakers series from last year
 - Create a forum to address and discuss mental health
 - A half day for mental health/fun

Recommendations/Support needed for District Leadership

- Recruit more diverse staff that reflects our student body
- Outside models of success
- What is the goal from the district perspective?
 - From Heather: recent training from Lawrence Alexander
 - What are some built in biases in the hiring processes?
 - Not only hiring, but also retention to consider
 - Creating a culture that people want to be in
 - Goal: we want to do better and we want to have the staff reflect the diversity of students.
 - In this hiring season, have a conversation about implicit bias with hiring managers
 - Students don't want to be left in the dark
 - How can we communicate the district work to the students?
 - How are we recruiting?
 - We need to go OUT and recruit not wait
 - Indeed, local organizations, follow the lead of Portland Public Schools
- Clear policies and procedures
 - Students felt like they don't know:
 - Where can students go to report an issue?

- Don't want to get friends in trouble, but want the issue to stop.
 - What are the follow up steps after they report?
 - How will the issue be resolved?
 - Students are afraid of retribution
- Need to translate policies to student language
- Restorative practices
 - We still have situations where students feel like they don't have a voice
 - Students have been impacted, and they don't know what to do
 - Making the processes more transparent
 - Creating culture where classmates/peers can help it be resolved
- Let's keep the policies going long after we're gone
 - "Civil rights team renaissance"
- Sustainable culture

Next large group meeting April 26; BIPOC subcommittee meets with Lawrence Alexander on 22nd of March; other subcommittees will meet after April meeting

7:10 p.m. **NEXT STEPS & ADJOURN**

June 15 Agenda

Location: Village Elem. School - outside - under tent.

Note: Enter using the main entrance. You can park in the bus loop or the regular parking lot. I'll have signs up directing you where to go from there as the tent will be set up out back of the school.

6:00 - 6:20 p.m. **WELCOME & CATCH UP TIME (with food)**

- Come hungry...We'll have pizza, and sides as well as water for attendees!

6:20 - 7:30 p.m. **REFLECTIONS AND PROJECTIONS - A COLLECTIVE BRAINSTORMING ACTIVITY**

- Committee Membership, Make up, and Time Commitments
- Subcommittees???
- Facilitation for the coming year
- Parking Lot

Notes from Group Discussion:

- *This work is hard and continuous*
- *Need a different mindset. Never done.*
- *Need to talk to others. People may not know what is happening.*
- *Students are happy that there is an anti-racism and Equity committee. They are watching.*
- *Students have an easier time talking about DEI work.*
- *Students are curious.*
- *Conversations are happening.*
- *Need to appreciate different communication styles, perspectives for sharing and receiving information.*
- *Listening is difficult*
- *Hard to find common ground sometimes.*
- *Community wants to avoid the conversation*
- *Need to find a way to balance the urgency with the need to get it right.*
- *We don't know what getting it right looks like until we try.*
- *This work is long, tedious, slow moving, BUT/AND WORTHWHILE.*
- *Same conversations happening for decades. Things ARE happening, but if people don't feel the impact, it is enough?*
- *Power of bystander/allies.*

Next year:

- *Turn lessons learned into actionable items.*
- *Building level - ILC - put a paragraph in twice a month to parent newsletters at each school to help make sure folks know this work is happening.*
- *More data re: Race, racism, class, sexual orientation/identity*
- *Bystander intervention*
- *Boys to Men, Clara Parker (Prevention, Action, Change), Seeds of Peace, RSVP*
- *Community conversation*
- *Desire form parents to be involved*
- *This group as "engagers"*
- *What is behind the fear?*
- *Model for students that 2 few students don't get to drive the conversation.*
- *Fostering mental health, supporting conversations and crisis intervention*
- *How do we support parents in having those important conversations?*