

Agenda: April 4th (5-7 pm)

WSD Old Library

Overarching Goal of the WSD Antiracism Steering Committee:

To support WSD in becoming an antiracist school district

The Steering Committee is an innovative multi-stakeholder committee that creatively guides the dynamic work of the WSA Demands, serves as a communication hub for the demand-based working groups, and ensures that the WSA Demands are centered in every aspect of the work.

Agenda (5-7 pm)	What
Whole Group: Goals for April Meeting Attendance:	<ol style="list-style-type: none">1) Connection2) Identify and Discuss needs/supports/updates from Action Teams3) Break into working groups
Community Building and Connections	Telephone Pictionary (Kayla) Check-in Circle (Christie): Since we last met in February, what have you experienced, noticed, thought about, related to the WSD antiracism work?
Welcome, Agreements, Roles	Agreements: <ul style="list-style-type: none">• Share your wisdom• Extend care – be willing to stay open and curious. Be open to new perspectives• Lean into discomfort; this promotes growth and learning• Own your learning, take a least one thing away from each meeting• Expect and accept non-closure• Welcome collaboration and synergy• Sharing power• More youth voices!!• Use the restorative circle practices when in a whole group – this supports equity of voice Roles: <ol style="list-style-type: none">1) Notetaker:2) Time Keeper:3) Agreement Monitor:
ARSC Business Updates from Action Teams (read before meeting) Shared Folder for Steering Committee materials 30 min	Questions from Action Teams: What are the needs that are coming up from the teams and how can we support them? <ol style="list-style-type: none">1) Celebration!! – youth on Action Teams2) Questions and Discussions:<ol style="list-style-type: none">a) Action Team 6 (will join us in person to share their update and proposal): We are thinking of partnering with Mentor Vermont, as they could provide free assistance and support. Do you mind running this idea by the steering committee at your next meeting? Also, we feel that we will need to hire an FTE .5 program

	<p>director to get the program up and running for the fall. Does the steering committee have any access to funds for that position, and how would you recommend that we proceed?</p> <ul style="list-style-type: none"> i) Find 10-12 mentor-mentee relationships during the first year ii) Need to hire someone by June in a support staff position. Mentor Vermont would train them for free in July. iii) Funding needed to pay the program director, not sure if there is money, possibly in ESSER funds <p>b) Other updates from Action Teams?</p> <p>3) WSA - The Next Generation!! - update on the work happening during the school day - notes from 3/31</p> <p>4) Payment Clarification: \$40/hr ARSC members, \$12/hr for Action Team members - \$12 is not minimum wage - is this a concern that should be voiced? From Nicole Mace: ARSC/Action Team members need to give me the paperwork so our office can set them up to be paid. We pay ARSC and Action Team members when we receive timesheets signed by an administrator indicating that they attended a meeting. I don't have access to all members of the teams to send out an email - perhaps you could communicate that to the ARSC and Action Team leads. Timesheets should be emailed to me. If they are not signed by an administrator then I cannot process them for payment. Payroll is processed every two weeks.</p>
Small Group Work	<p>Work Groups</p> <ul style="list-style-type: none"> 1) Work Group 1: Process/Protocols for Action Teams -Communications to Action Teams regarding next steps 2) Work Group 2: Youth Leaders - Co-plan the 14th meeting 3) Work Group 3: Review revised language for WSA Demand #2 to share with the School Board (See below) - Does this reflect the original intent of the Demand? Who will share this with the School Board at the April meeting?
Next steps and Closing	Moving forward...
Announcements and Outstanding Business	<p><input type="checkbox"/> Next Full Steering Committee Meeting - June 6th - reflection/celebration/goals for summer work</p> <p>Action Teams Meeting Dates Action Teams member list Action Team Notes</p>

	TASKS: Calendar of all dates for youth
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DEMAND #2:

Revision #2 - 2/7/2022 (Sean, Alejandro)

Action team members (who/which roles should be on the action team?) shall receive professional development/learning related to legal, policy and procedural aspects of receiving complaints, investigations and subsequent actions about racial prejudice, biases, and discrimination. Action team may schedule similar educational sessions for the broader school and community following their training. Action team members shall review relevant existing WSD policies and procedures through an anti racist lens for the purpose of making recommendations to ensure current policies and procedures adequately address racial prejudice, biases, and discrimination.

Action team members will recommend anti racism training for all designated employees and administrators (staff who are responsible for acting on HHB reports).

1. Learn more about hazing, harassment and bullying
2. Learn about the process for reporting HHB
3. Review the current policies with an antiracist lens and make recommendations for updates if there are gaps.

Original Demand Language: At the beginning of 2020-2021 academic year, launch a permanent Anti-Racism Committee as a part of the Restorative Justice program at WSD to which students facing racial prejudice, biases, and discrimination can directly report the occurrences of these incidents. Upon receiving such complaints, the Committee must immediately begin the investigation process and the findings be presented to the Board. The Board must then take appropriate actions, based on the recommendation of the Committee, to remediate the situation and to ensure that same incidents do not occur in the future at WSD. The primary goal of the Committee shall be to repair the damage caused by the wrongful action (racial prejudice, biases, and discrimination) and restoring--insofar as possible--the well-being of all those involved. The Committee members, Board, WSA representatives, and WSD faculty shall receive professional development/learning related to legal aspects of receiving complaints, investigations and subsequent actions about racial prejudice, biases, and discrimination. To ensure legal compliance on the work of the Committee, the representatives of the Committee shall consult Board-designated legal counsel. ¹ As discussed above, the composition of this committee must reflect the diversity of our community.

¹ We are informed that the said investigation process may face some challenges due to the existing system of reporting harassments and discriminations at school. If such a scenario is determined, the WSA team will work with stakeholders - including WSD Leadership Team and the Restorative Justice Committee - and will propose a mechanism that is in compliance with existing regulations no later than the Board's September meeting.

Revised Demand language #2 to reflect original demand: Launch a permanent Restorative Justice Program with an Anti-Racism Committee at WSD to which students facing racial prejudice, biases, and

discrimination can directly report the occurrences of these incidents. The primary goal of the Committee shall be to repair the damage caused by the wrongful action (racial prejudice, biases, and discrimination) and restoring--insofar as possible--the well-being of all those involved. The Committee members shall receive professional development/learning related to legal aspects of receiving complaints, investigations and subsequent actions about racial prejudice, biases, and discrimination. To ensure legal compliance on the work of the Committee, the representatives of the Committee shall consult Board-designated legal counsel. Upon receiving such complaints, the Committee must immediately begin the investigation process and the findings be presented to the designated leadership. A restorative process must be taken, based on the recommendation of the Committee, to remediate the situation and to ensure that same incidents do not occur in the future at WSD. As discussed above, the composition of this committee must reflect the diversity of our community.

April 2022 Draft: Action team members consisting of students, staff, and community members shall receive professional learning related to legal, policy and procedural aspects of receiving complaints, investigations and subsequent actions about prejudice, biases, and discrimination. The action team will receive this training designated by administrators who are responsible for providing action on hazing, harassment, and bullying (HHB) reports. The action team may schedule similar educational sessions for the broader school and community following their training. Action team members shall review relevant existing WSD policies and procedures through an anti-racist lens for the purpose of making recommendations to ensure current policies and procedures adequately address racial prejudice, biases, and discrimination. Action team members will recommend anti-racism training for all administrators who are responsible for acting on HHB.

The action team will organize a Restorative Justice Committee which will offer to facilitate a restorative process if the individuals involved provide consent in cases related to prejudice, biases, and discrimination. The Committee will abide by confidentiality requirements and participants will sign a confidentiality contract. The intent of the restorative process is to repair the harm and to provide space for healing for all parties involved. The Restorative Justice Committee will consist of students, staff, and community members. The Committee will receive training on anti-racist restorative justice processes.