



## Equity, Inclusion and Diversity Subcommittee

Remote

June 17, 2020 @ 4:00 p.m.

Open Meeting Minutes

**PRESENT:** Priscila Sousa (Chair), Karen Dempsey, Geoffrey Epstein, William LaBarge

**ABSENT:** None

**OTHERS PRESENT:** Assistant Superintendent of Equity, Diversity, and Community Development Joseph Corazzini, Director of Community Resource Development Tiffany Lillie, Executive Assistant to the Office of Equity, Diversity, and Community Development Najee Nunnally, Executive Assistant to the School Committee Joanna Hastry

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### Call to Order

The Chair called the meeting to order at 4:03 p.m. She noted all in attendance and said that the meeting was being held remotely, was being broadcast live on Facebook, and was also being recorded.

### Public Comment

The Chair read an email sent from a member of the public, Anne Sullivan, who wrote in support of the Black Student Union founder's suggested recall of all Framingham SROs.

The Chair asked to move the agenda topic of Summer Programming further up in the agenda. No objections.

### Summer Programming

Director of Community Resource Development (CRD) Tiffany Lillie shared a CRD Summer Programs 2019 to 2020 Comparison that was included in the packets and was requested by School Committee members. She spoke to the new initiatives of the Summer Reading Club and Elementary Live Enrichment and Check-Ins, which were created in response to COVID-19 to create new programming and engagement. She spoke to information on the programs including that some have in person components, such as the Bike Safety Program, a survey that went out to families for thoughts on different programming, such as with Flyers by Night and Summer Scene, and that there are some programs on hold until they hear about the possibility of smaller in person versions in August. She said that all programs have scholarships programs and all grant funded programs are completely free with no fees.

Members asked about prior access to the scholarships and demographics of those who participate, what would be needed to get rid of all fees, if there will be an expansion of online courses and the impact of fees if there is, if instructional remediation over the summer could be included, and what outreach is made to parents to make them aware of the programs and

scholarships, including families who may speak another language or have low literacy. Ms. Lillie said they have to submit to DESE who they serve and last year there was about \$50,000 in Summer Scene scholarships. She said that the Community Resource Department is unique and mostly self funded, besides some salaries, and the summer programming fees fund the full time staff over the summer. She said that she can put together a budget projection. She said that CRD is not the only department that offers summer programming so other departments also may offer remediation, and spoke to extra courses that CRD added based on Department Head recommendations for skill building and readiness for new content in the Fall, the R.I.S.E Program specifically being designed to consider equity and look at the whole child, and new initiatives to create additional touch points for students who will need support, including social emotional support. She said that outreach to families includes phone calls, emails, Google hangouts, drop in sessions, information nights, and work with community partners. She spoke to Bilingual staff in the programs and an inclusion review process for students with IEPs or requests for accommodations such as language or behavioral.

#### Discussion on School Resource Officers

The Chair said that a member from the Black Student Union wanted to join and share a statement. Gaina Jean-Pierre said that the District should defund School Resource Officers (SROs) to provide resources for other things, or if not should have them further removed from students or the profiling of students. She said that they would like to see more teachers and administrators of color in the schools and have teachers and administration support more clubs like the Black Student Union. She said that the SROs should not have weapons or handcuffs inside the schools, and suggested that they can monitor outside the schools for safety, and spoke about students reporting racial profiling and minority students being targeted over other students.

Assistant Superintendent of Equity, Diversity, and Community Development Joseph Corazzini spoke to the SROs in schools and said that there is one that rotates through the K-8 buildings and one in the high school. He said that there was a push for SROs in schools from the federal level due to school shootings, but the funds did not come with a lot of oversight, and spoke to the different reforms since then. He spoke to families sharing their experiences with SROs and ideological perspectives on managing behaviors, such as support staff vs SROs.

Members spoke to concerns about SROs arresting students and students feeling fearful of them, and asked for data on their disciplinary actions, such as frequency and demographics of students, information on what their function is and how they differ from the Safety and Security Department, how SROs are funded, and if there is an increase in the amount of cameras in schools. Mr. Corazzini said that data is something the District needs to look into as it may not capture all interactions. He spoke of how having an officer in the school helps to have a quicker response when an incident occurs, but does not necessarily help to prevent, and that individual relationships are helpful for preventative measures. He said that the District is working on a Code of Character, Conduct, and Support which is to be equitable at all levels for social emotional learning and the needs of students, and is being worked on through the Health and Wellness Department. He said that the SROs are funded through the City and not from the School Department, and the Director of Safety and Security is not a community facing role and focuses on logistical pieces within the schools in coordination with administration and

principals. He said that they have been increasing cameras to ensure safety of students, and spoke to the need for a balance between addressing the social emotional needs of students and resources to help with safety. He said that Dr. Tremblay is looking for a full review of SROs to help address students feeling comfortable and would like to create a space to engage with students and people across the City to discuss. Ms. Sousa spoke to recommendations that she would like to see happen that were then put into a motion.

**Motion:** To recommend the following for discussion with the full School Committee: Revise the current MOU and specify processes, Automatic reports to Dr. Tremblay, Joe Corazzini & Scott Penrod whenever there is a hands on incident, "Know Your Rights" training for students, Quarterly meetings between SROs and student representatives from middle schools and high school, De-escalation training for professionals on all levels, Discuss the role of SROs and what they do, and to Get as much data as there currently is on SROS interactions with students.

**Moved:** Mr. LaBarge                      **Seconded:** Ms. Dempsey

**Discussion:** Discussion on the process of bringing this to the School Committee and what information should be provided, as well as refining the motion.

**Roll Call Vote:** Unanimous 4-0-0 (Dempsey, Sousa, Epstein, LaBarge)

As Recommended by the Massachusetts Association of School Committees (MASC), a Resolution on Anti-Racism to refer to the full School Committee

The Chair read the proposed resolution that was included in the meeting packet into the record.

**Motion:** To refer a Resolution on Anti-Racism as recommended by MASC for approval by the full School Committee.

**Motion:** Mr. LaBarge                      **Seconded:** Mr. Epstein                      **Roll Call Vote:** Unanimous 4-0-0 (Dempsey, Sousa, Epstein, LaBarge)

Review Subcommittee Scope

Mr. Epstein spoke about data being important in looking at equity across broad areas such as a breakdown by subgroups for Special Education, academics, sports, clubs, absenteeism, and discipline. Ms. Sousa said the next meeting will include discussion of the Equity Audit results before it is presented to the full School Committee.

Adjournment

**Motion:** To adjourn.    **Moved:** Mr. Epstein                      **Seconded:** Mr. LaBarge

**Roll Call Vote:** Unanimous 4-0-0 (Dempsey, Sousa, Epstein, LaBarge)

Meeting adjourned at 5:50 p.m.

Meeting Materials

Agenda

CRD Summer Programs 2019-2020 Comparison

SRO MOU 2018

Massachusetts Association of School Committees Resolution on Anti-Racism

*These minutes were approved by the Framingham School Committee in Open Session on December 15, 2021.*

*These minutes were sent to the City of Framingham for posting on December 16, 2021.*

