



**Racial Equity Subcommittee
City Hall - Conference Room 2
July 23, 2019 5:30 P.M.
Open Meeting Minutes**

PRESENT: Gloria Pascual
Noval Alexander
Beverly Hugo
Tracey Bryant

Call to Order

The Chair called the meeting to order at 5:47 p.m.

Motion: To Open the meeting

Moved: Ms. Bryant

Seconded: Mr. Alexander

Vote: Unanimous

Review of Racial Equity Audit Scope of Work and Vote

Ms. Pascual stated that the Racial Equity Subcommittee was created to provide a safe space, free of retaliation for the school district administration, teachers, staff, parents, and community stakeholders, to hear about concerns across the districts of inequities. She said that the subcommittees goal is to receive regular reporting and updates from Joseph Corazinni Assistant Superintendent of Equity, Diversity, and Community Engagement on the district's equity goals, initiatives across the district and regular reporting on all grievances reported to the Department of Elementary Secondary Education, Title IX complaints, Office of Civil Rights complaints, the Massachusetts Office of Discrimination complaints, and or any lawsuits of discrimination filed against the Framingham Public Schools. She said that as they embarked on examining equity across the district it was discovered that there are several areas with a need to take a deeper look at across the district, and the full school committee approved an Equity Audit of the district, and the Dr. Tremblay superintendent allocated an initial budget to begin the auditing in 2018. Dr. Tremblay, in collaboration with Mr. Corazzini, created the initial scope of work and then posted the RFP publicly to receive proposals. She added that the scope of work and outline lacked specificity in the budget guidelines, areas of expertise, and in geographical requirements, and that after a review of the proposal of the school, administration decided that we needed to review the scope of work more carefully. Ms. Pascual said that in January of 2019, the Racial Equity Subcommittee supported hiring a consultant due to the concern of the length of time it was taking the district to create a scope of work that would fit our districts needs to begin and address the many inequities of the district. All of the members of the Racial Equity Subcommittee, the Superintendent and the Assistant Superintendent of Equity and Community Development worked individually and together with the consultant to share their ideas and concerns around Equity in our districts. Ms. Robinson was the consultant contracted

on April 5th of 2019 by Dr. Tremblay for 10k and met with the subcommittee to have a workshop on Equity on May 24th of 2019. June 24th of 2019, the final draft of scope of work for the audit was completed. The school committee meeting on July 17th 2019, had the Equity Audit on the agenda for discussion and a vote to accept it. School Committee member Beverly Hugo made a motion to table the vote asking for more time to review the Equity Audit scope of work. The racial equity subcommittee's next step will be to ensure the district creates a sustainability plan for equity across the district through the immediate implementation of evidence-based practices across the district to address the several areas of concern that have been brought to our attention from parents, teachers, staff, and community stakeholders. This will only be successful if we are measuring, monitoring, and consistently overseeing the implementation and progress of these programs, policies and practices. We will need to immediately put in place the necessary mechanisms to monitor the equity work we are putting in place. This should include a strategy and a strategic plan data collection system and analysis, smart goals, and clear communication to everyone. Ms. Pascual said that it was unnecessary to hold up the scope of work vote at the July 17th school committee meeting and would like to vote on it within this subcommittee, as members had time to give edits, and it will then be brought to the full School Committee in the meeting on August 7, 2019.

Public Comment

Jim Hanson said that he gave feedback on the original scope of work and that it does look like all the items he brought up were addressed in this updated version. He said there are some edits still that could be made: In the auditor's solicitation section it should end saying "September 6, 2019 at 5:00 P.M." He said that in the auditor deliverables section he thinks number two should really belong in the proposals section, as number six. He added that there are also two different dates for when solicitation for price quotes will begin, August 9th and August 8th, and this should be consistent. Members agreed to these changes.

Leslie Smart says that the wording of "the achievement gap" is very powerful and impactful, and seems to almost blame the victim. She would suggest replacing this with "opportunity and access gap". She said that the equity audit was voted on over a year ago and would like to see this move forward.

Beverly Hugo said that it was put out previously, and quotes were well over \$100,000. This was just cleaning up the scope a little bit. Ms. Hugo said that she wants to make sure there is money in the budget for implementation after the audit comes back. She suggests referring it to Finance and Operations Subcommittee to look at for the 2021 fiscal year. Ms. Pascual said that all members will be part of the budget process; therefore every member has a responsibility to advocate that we address the inequities of the district. Ms. Pascual said that the money allocated for the audit came from the Superintendent and was not voted on by the Committee. Ms. Bryant said that they do not have information on what programs to implement yet, so they will need that before they can start budgeting out what they need.

Motion: To approve the racial equity audit scope of work, with the friendly amendments discussed at this meeting.

Moved: Ms. Bryant

Seconded: Ms. Pascual

Vote: Unanimous (4-0-0)

Review and Vote on Minutes

Motion: To approve the meeting minutes from February 5, 2019, March 11, 2019 and March 26, 2019.

Moved: Ms. Bryant **Seconded:** Ms. Pascual

Discussion: Ms. Hugo said she believes that the vote on the resolutions had two resolutions, which turned into one. Ms. Pascual said she believes that one of the resolutions that was proposed was discussed and decided that they could not be combined; one was on bullying and one was on safe schools. Ms. Hugo said she was unable to see the transcription as it was not posted until today. Ms. Pascual said that March 26, 2019 was the first meeting that was recorded, and the minutes were a condensed version of the transcription. Ms. Hugo said she will abstain as she did not have a chance to see them. Ms. Pascual said that all the minutes were on the July 17th agenda, and were delivered days in advance to review.

Vote: 3-0-1 (Yes: Alexander, Pascual, Bryant. Abstained: Hugo).

Ms. Pascual said that the meeting scheduled for July 17, 2019 did not have a quorum, there was no discussion, a memo saying this will be posted for the public.

Public Comment

A member of the public said that within the scope of work within the deliverables it lists Hindi, which is a language and not a religion, so suggests that it be changed to Hindu, the religion. She also asked why it says that they are just looking at post-secondary and grades K-1, and not all grades K-12. Ms. Pascual thinks that it should say K-12. Ms. Pascual said she will provide this feedback to Mr. Corazzini to make corrections of how to reference- religion and/or language.

Ms. Hugo said that a lot of members went to the MASC Equity workshop and wonders if there will be an opportunity to talk about ideas from there. Ms. Pascual said that several members of the School Committee, and not just Racial Equity Subcommittee attended. Ms. Bryant said could also put on agenda how to present the information; such as in the subcommittee meeting or larger committee.

Motion: To add to the next agenda to discuss whether or not to present, and where and how.

Moved: Ms. Bryant **Seconded:** Ms. Hugo **Vote:** Unanimous

Ms. Pascual said that this can also be done in the Racial Equity Subcommittee updates, as it was not just members of the subcommittee who attended.

Adjournment

Motion: To adjourn. **Moved: Ms. Bryant** **Seconded: Mr. Alexander** **Vote: 4-0-0**

Meeting adjourned at p.m. 7:02pm

Meeting Materials

Agenda

Memo on Scope of Work

Scope of Work for Equity Audit

These minutes were approved in the Racial Equity Subcommittee on October 15, 2019.

These minutes were sent to the City of Framingham for posting on October 18, 2019.