



Racial Equity Subcommittee

Fuller School Library

March 15, 2018

4pm-6pm

Open Meeting Minutes

1. **Call to Order** at 4:03pm Motion by Ms. Bryant seconded by Ms. Hugo
2. **School Committee members present** - Gloria Pascual, Tracey Bryant, Noval Alexander and Beverly Hugo.
3. **Review agenda** - Committee members decided to move racial equity sub-committee description till after we reviewed the strategic plan.
4. **Review of FY18 Racial Equity Strategic Plan** – Reviewed and discussed proposed Racial Equity Strategic Plan for the district made edits, suggestions and changes as needed and feedback provided by School Committee members.
5. **Reviewed and discussed** parents, teachers and community members requesting equity audit of the district.
6. **Discussion** by parents, staff and teachers whom publicly spoke and shared examples and expressed their concerns about racial inequities in the district, students being discriminated against for their race, school assignment process of students by race, special education evaluation and program placement by race, racist incidents, communication with parents being a very common concern, staff and curriculum not reflecting the families and the communities in FPS. Representatives from community organizations such as Framingham Families for Racial Equity in Education, Framingham Coming Together, La Voz and Migrate Workers along with FPS staff shared their experiences when advocating for families in the district that have experienced racial discrimination. Several parents expressed their concern for having to wait weeks for a response to a concern from administration staff and superintendent and at times would not be responded to at all. Others expressed the need for racial justice training for all school staff and leadership. Parents spoke about their own personal families' experiences with racism in the district.
7. **Ms. Hugo** spoke about best practices learned at the conference on Equity and her professional experiences with racism as a teacher
8. **Ms. Bryant** spoke to the history of Racism in Schools and her personal experiences as a mother and grandmother of a student of color in Framingham Public Schools
9. **Mr. Alexander** shared personal experiences where he felt discriminated against in his life
10. **Next Steps**- Will update the strategic plan and bring input and/or edits to next meeting.
11. **Next Meeting Dates** –Date: March 27, 2018 Time: 4:00-6:00 Venue: Fuller School
12. **Adjournment**- 5:57. Motion by Ms. Hugo, seconded by Ms. Bryant Vote-4-0-0.

Approved 10/24/18 Vote: 4-0-0