

# MEETING MINUTES

## Board Racial Equity Oversight Committee

Date	Start Time	End Time	Next Meeting	Next Time	Prepared by
12/20/2021	7:00 p.m.	8:20 p.m.	1/20/22	7:00 p.m.	K. La Torre

Attendees	
<u>Board Committee Members</u> P. Badger, Board Member and Chair J. Antonio, Board Member D. Frank, Board Member F. Glover, WSD Staff T. Reed, WSD Staff G. Hall, WSD Student N. Murray, WSD Student J. Cooper-Burns, WSD Parent K. Morrow, WSD Parent L. Brown, WSD Alumni – Class of 2010 S. Torres, WSD Alumni – Class of 2021 D. Duckett, WSD Community Member T. Horton, Krimson Foundation – Guide Right Program	<u>WSD Administrative Liaisons</u> J. Crisfield M. Dawan K. La Torre

Summary of Meeting	
1.	<p><b>Presentation of District Data – Staff Diversity</b></p> <p>Dr. Crisfield, Dr. Dawan, and Ms. La Torre presented staff demography data and the district’s efforts for recruitment and retention. The presentation evaluated Wissahickon teachers of color to national, state, and regional data.</p> <p>The District addressed current recruitment measures in place, such as the Grow Your Own Program, which is a pipeline for current Wissahickon students of color; Future Teachers of America at Wissahickon High School; the DEI Belonging website; and the District’s affiliation with recruitment organizations. Current retention goals focus primarily on developing cultural awareness and cultural responsiveness of staff. The District continues with its current recruitment efforts and its Grow Your Own Program to recruit both teachers and administrators of color. In addition, the District will also collect staff feedback using the Belonging Climate Survey, cultivate a staff affinity group, and foster partnerships with universities and colleges with higher rates of students of color, including HBCUs.</p> <p>After the presentation, the committee offered feedback and ideas. These ideas will be explored among the District Equity Planning Committee’s <i>Recruitment and Retention Subcommittee</i>.</p>