

**Nantucket School Committee
Diversity Subcommittee
Meeting Minutes - April 26, 2024**

Present Members: Esmeralda Martinez, Shantaw Bloise-Murphy.. This meeting is an in-person participation meeting in compliance with Governor Charlie Baker's statement allowing public bodies the ability to hold a meeting at a physical location that is open to the public, without requiring to provide alternative means of remote access. Additional guest was Dr. Elizabeth Hallett, Superintendent of Schools.

The April 26, 2024 Diversity Subcommittee meeting was called to order at 12:04 pm at the Nantucket Public Schools Central Office at 32 First Way. Shantaw Bloise-Murphy requested a motion to approve the agenda, Esmeralda Martinez seconded.

The Subcommittee began discussion with feedback from the Affinity Group meetings with Nantucket High School students. The first meeting was with students divided into groups by race (students self-identified) and the second meeting with students coming together to discuss their experiences and their concerns around the racial slur incident. The overall feeling of all facilitators was that the initial meeting with students in self-selected affinity groups was a successful first step in determining the needs of the NHS student body with regard to their understanding of the racial slur incident, but there needs to be more opportunity for regular discussion and meeting among groups in order for more learning around racism, belonging, and historical context of certain type of racist language. There was also consensus among the facilitators that the second meeting should have been a continuation of the first meeting with separate groups to continue the learning and trust building; all felt that it was too early to have groups come together to discuss the incident. For future meetings, it was agreed by the facilitators that no outside participants or listeners should be permitted until the students themselves agree to invite them and at what capacity (i.e. listener, participant, etc.). This reflection will be considered when planning future affinity group work with students.

The Subcommittee then moved to discussion on potential training for the Nantucket School Committee around implicit bias/DEIB. At the subcommittee's last meeting with Dr. Kimal McCarthy, Town DEI Director, Dr. McCarthy had since resigned from his position, thus canceling the opportunity for previously proposed initial DEI training. The group agreed that offering a workshop or short training was still very important; Dr. Hallett and Ms. Blouse-Murphy sang the praises of Dr. Darnissa Amante Jackson, whom they had seen as a keynote speaker at the MASS-MASC Joint Conference in November. Dr. Hallett committed to researching new options for a School Committee training workshop, possibly at the summer School Committee retreat.

Discussion then turned to the possibility of conducting an equity audit in the district. Dr. Hallett is in full support of conducting this audit at the appropriate time, which she felt would be the Spring of 2025 due to several other audits occurring in the district before then (i.e. literacy needs assessment, Tiered Focus Monitoring, Civil Rights monitoring). Ms. Bloise-Murphy and Ms. Martinez both agreed that it would be wise to conduct the audit when there were no competing priorities. The subcommittee nominated Dr. Hallett to research and contact different organizations which come highly recommended to conduct the audit. She will report on her findings at the next meeting.

Next steps and future events were brought up as the final agenda item. The Subcommittee discussed additional options for involving more individuals in different learning opportunities around antiracism/anti bias. It was suggested former members of the DEI Instructional Leadership Team, currently disbanded due to lack of participation, be invited to participate in DEI Subcommittee meetings

in order to have a participatory voice in training or workshop planning along with other areas of focus. Additionally, the Subcommittee would like to continue investigating affinity groups for students as a continuation of the initial meetings before the April break as well as the opportunity to create affinity groups for BIPOC staff, as well. Ms. Bloise-Murphy and Ms. Martinez both shared their interest in continuing to act as facilitators of either student or staff affinity groups.

Ms. Bloise-Murphy also shared that Nantucket Equity Advocates was looking to host a “youth summit on race” with a pizza dinner. She promised to share the date along with any additional information around the event planned for the late spring.

The group will meet again on May 22 at 12:00 pm. The meeting was adjourned at 1:07 pm.

Respectfully submitted,
Beth Hallett, Superintendent