

**New Hope – Solebury School District
Equity Committee Meeting Minutes
April 13, 2021**

Dr. Lentz, committee chair, called the meeting to order at 4:02 PM, via Zoom. There were approximately 27 people in attendance.

Brian Shaffer reported for the resource subcommittee. He presented at the Curriculum Advisory Committee meeting on April 8 to share the resources website developed by the subcommittee. The group reviewed other district equity resources and found several new ones to add to ours. The CAC and district will review the contents before it goes live. Brian and Mary Schwander offered to help train people to update the resource list.

Erik Pedersen reported for the presentation subcommittee. The student equity committee met in March – they will add a section to the resources website to collect input for speakers and programs. They are meeting again at the end of April. They discussed a peer pilot program with Sarah O’Hara and Dr. McKenna to partner high school students with 5th graders on a 30 minute, student-led equity activity. The goal is to have these kinds of programs in every building by 2021-2022. The sports equipment fundraiser is going great, with a closet full of supplies. First speaker brought by the subcommittee will be Evan Transue, who will speak on mental health issues at the high school – will be tailored to our audience.

There was no policy subcommittee report.

Dr. Lentz reported that the equity audit will be conducted by the Harrisburg Area Community College. There will be a formal presentation at the regular April board meeting to update the community on equity work to date.

Dr. Malone reported that he is surveying faculty/staff to see what they need for professional development, to be carried out by the Penn Literacy Network’s Joe Giannati, who has been working with districts in Bucks through a series of equity programs.

Several members reflected on the goals & action plans for the committee: glad action is being taken; involve students more, can they advocate with younger kids?; NHS is a great example in the county of setting a good foundation; partnerships are happening in the MS; our work transcends county lines, NHS is doing great; great K-12 continuity, in line with our Profile of a Graduate; parent reported that good family conversations are happening already; parent suggested looking into NOVA and suggested a family culture project to link home and school; board member asked if lesson plans have changed at all as a result of equity work? Dr Lentz and Mr Pedersen reported that no, lessons haven’t changed but resources are being updated – equity is a mindset; board member asked how to share the work of the committee. Mr Pedersen noted that commitment is needed to empower teachers.

Dr Lentz reported on next steps & goals – what is our roadmap? Advocacy, student supports, funding. How do we involved the larger community? Education will be key to reach a common vocabulary around equity. Conversation around how to make equity work public – town halls? How to share while providing privacy/safe space for members? Committee decided on 2 annual community updates.

Dr. Magerman reported on community survey – he believes every two years would be most efficient. Data is difficult to collect because of small sample size. Board member suggested an internal survey to guide our work and determine what works well and what doesn't.

Dr Malone is developing a teacher survey to determine their professional development needs. Could do a targeted survey twice a year to measure growth/change over one school year. Dr Magerman suggested reforming the survey subcommittee to discuss data collection. Dr Malone stated that we need to determine specifically what we want to measure.

Committee discussed focus groups to provide feedback – LGBT organizations, BCARC, ADL, religious groups, Peace Center, learning disabilities association, New Hope Cares, NOVA, ELL groups, coalition of Natives and Allies, PSBA. Suggestion to convene a panel with reps from these orgs.

There will be a BCARC presentation/author talk on Reading, Writing, Racism on 4/29.

Discussion on how to interact with community following national hate crime incidents. Important to acknowledge and denounce, reiterate to parents and students that there is no tolerance for bias.

Next meeting May 11.