

**New Hope-Solebury Equity Committee Meeting
Minutes October 10, 2022**

Dr. Lentz called the meeting to order at 4:05 PM. There were 9 in-person attendees, 6 on zoom. Agenda items:

1. Introductions
2. Welcome new members, incoming Assistant Principal Anthony Barth
3. Reviewed norms – included in packet and via link
4. Project outline – reviewed

This year meetings will continue on the 4th Tues of every month, alternating time between 4:00 and 6:00, continue to keep hybrid. Next meeting on Nov 15.

Expectations review – attendance important, respect, confidentiality – we are not public but open to new members always.

Committee objectives – working on this list as a group, became the basis for the strategic plan developed last year. Updates:

- Looking at rubric for social studies and ELA while in subject review. Dr Benolken working w several groups and is discussing w team
- Liaison between committee and Harrisburg Community College audit team TBD
- Assess & build trust w teachers in DEIB work – ongoing
- Increase mental health staff, trainings for guardians. Working with ADL – giving support for conversations in community vs confrontation
- HS equity comm update from Ms OHara – 2 meetings in, fundraising at LionFest – talking about activities, ADL/NPFH recognition, working w younger grades.
- PD through Penn – lots of work with ELL students, cultural groups – better programming this year than in past. Excited about possibilities.
- Reviewing policies – now happening w audit feedback
- Parent group/advisory committee – needed, TBD

5. Review of June minutes (not available)
6. Equity audit review – auditors not present, will revisit
7. Strategic Plan – based on survey data, run by Adam Magerman (equity consultant/alumnus).
 - a. Used feedback to determine committee direction
 - b. Survey was valuable in collecting experiences and perceptions of various community groups – embedded in strategic plan to keep at forefront
 - c. What are the differences in student performance related to equity? Our small numbers are difficult to measure. Dr Minitti & Benolken are looking deeper into data w building teams – what is lost or not reflected? Ie PSSA results, graduation rates, assessments.
 - d. Plan was written with PA School Board Assoc (PSBA) to have outside impartiality. From the initial list of committee objectives, we developed 8 goals and distilled them into five priorities:

curriculum, staff development, personnel, outreach, and internal review. Each of these areas has a five year plan.

- i. Curriculum: as noted, faculty/admin are looking at rubric for social studies and ELA while in subject review. Dr Benolken working w several groups and is discussing w team. Liaison between committee and Harrisburg Community College audit team TBD
- ii. Staff development: trainings and PD are ongoing. Colleen Bell is working on parent/guardian workshops on mental health support. Staff visited Napierville, IL to observe SEL programming. Upcoming partnerships with Lakeside.
- iii. Personnel – subcommittee TBD
- iv. Outreach – new partnerships forming. Student committee and GSA at Lions Fest.
- v. Internal review – HS using homeroom time to connect. ES, Ms. Miller – teaching monthly themes through picture books – empathy, inclusiveness, groundwork for kindness and inclusion – sharing everything on website so parents can reinforce and join in conversations.

Question from committee: admin is doing a lot - how can committee help with goals? What is the guidance from superintendent? Dr Lentz suggested the following:

- Community partnerships – we have struggled to connect with Hispanic families. Partnership w Fisherman’s Mark will provide outreach, social services, community.
- Would like to form panel with diverse families to inform our work.
- Speakers/workshops? Need suggestions

Other questions: What are students in the equity committee doing to spread their work into the larger student body? Ms O’Hara: they are acting as ambassadors, sharing conversations in homeroom

How do we increase exposure for our kids given the racial homogeneity here? Partnerships – new one with Arcadia University through college & career/Pathway work – overseas trip potential? Global experiences. We discussed new curriculum shifts in ES level social studies – new focused cultural content. Penpals were suggested as an easy way to facilitate cultural exchange.

8. Goal development for 2022-23 school year. New initiatives, additional work, engaging additional partners. The committee broke into three groups to discuss potential goals for this year.

Group 1:

Deepen community involvement and student engagement. Will require many approaches

- Student retreats for smaller groups of student representatives to hold workshops, discussions – is Pennsbury “challenge days” and past NHSD advisory days
- “Exit interviews” with students – is ask HS students to reflect on MS experience, what did they need that we didn’t meet?
- Discussions around microaggressions, lessons in the power of language
- Advance student ownership and discovery in equity – how to make conversations meaningful?
- Potential classes on equity/empathy/community building?

Develop metrics to measure the success of workshops, assemblies, programs like No Place for Hate

Group 2

Cultural exchange – how do students share?

- Pen pals, cultural heritage night for whole district, holidays

DEI listening posts – student reporting around incidents of bias, how do we handle & protect privacy? Safe2Say. Slow work on attitude change. Reporting itself needs to be logged, not just the investigations.

Diversify food in cafeteria – rotations, highlights, etc.

Financial assistance for music & athletics – other activities? Prom etc? participation opportunities must be equitable.

Group 3 (zoom)

How do we leverage existing programs where students already are mixing with other schools?

- Ie athletics – build relationships. Step back to make sure our students are respectful and appreciative when engaging with other students – ie away games.
- Music offers common ground. Get our students to try out programs across the county to meet other students.
- Book swap using Media Mail – like a pen pal program - sharing books and being exposed to new genres.

Next steps – create action plans based on these goals.

Co-chair Liz Sheehan read a Land Acknowledgment to honor Indigenous People's Day. The meeting was adjourned at 5:30. Next meeting November 15.