

RAUC/Peabody/Baldwin Joint School Council Meeting
Tuesday 11/3/20
7:30 - 8:30am (Virtual)

Goals

- Build a shared understanding of the history and current mission of Courageous Conversations within our triad community
- Agree on whether we are ready to reaffirm our triad community’s endorsement and support of Courageous Conversations mission and work
- Continue to strengthen our triad community through joint School Council meetings

Agenda

| Topic | Notes |
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| Introductions 7:30-7:40 | If possible, please rename yourself by your school affiliation and role; for families, please include an SC if you are a School Council representative (ie, Julie Craven, RAUC Head of School) |
| Review goals, agenda 7:40-7:45 | Questions, clarifications |
| Courageous Conversations presentation 7:45-8:00 | <p>Recording: https://zoom.us/rec/share/yla_OvF5FRgv8Ytxoi9lpdqQgc_w0Rraicbbh7Z9BpPhfqd2T6J70R9yxPQMDt9v.yQYZ6eFekpmQdkK7 Passcode: hsK0Uv^5</p> <ul style="list-style-type: none"> ● Review history of Courageous Conversations 2018-19 and 2019-20 <ul style="list-style-type: none"> ○ Idea from Fletcher Maynard Academy CC in Spring 2018 (started because they thought they could do better in terms of supporting students of color) <ul style="list-style-type: none"> ■ Focus had been what could we do better at our school and what we could learn from our parents ■ Challenge was given at the end of the year - what action will you take out of this? ■ Tina felt the action she could take was to bring it to Peabody, RAUC ○ Core group from the summer → Fall 2019, leveraged BEB data to influence programming; posters of barriers and dreams for our schools when barriers would no longer be present |

- Spring 2020 - one in-person mtg and event w/ 130 attendees during pandemic
- Summer - core leaders met to continue to do the inner work
- End of October 2020 - Mtg with Haggerty, Tobin, Amigos, and from other schools to share ideas across schools; applying for an Equity fellowship for Bernette to help convene the different groups
- Challenges has been funding for facilitators
 - CC got a grant to train up some core leaders to be facilitators
 - Hope is to train more CC members as facilitators
- Present current mission statement and 2020-21 plans
 - Mission statement: “Courageous Conversations is a caregiver-led activist group that embraces the life-long work of acknowledging and overthrowing the racism, white supremacy, and systems of oppression inherent in our society. Through education and conversations, we create a community to help each other learn how we can do better for every child in the Baldwin, Peabody, and Rindge Avenue Upper Campus triad of schools. We do this humility, acknowledging the humanity in members of our community and celebrating that community’s strength.” - This is being shared with other CC groups to adapt and use for their own school communities
 - Plans for 20-21
 - CC Chats: Casual chat session 11/19 for people at different points on their journey with the theme of talking to kids about race and racism; after the June session where new families joined, this topic was identified as a need. Affinity group breakout sessions (including teacher affinity groups).
 - Real priorities is to keep the Building Equity Bridges work alive; wealth of information of learnings to be pulled out of this. Much of this is not being accessed by the community.
 - Opportunity hoarding report from BEB
 - Early 2021: Opportunity hoarding with Rose Levine

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| | <p>(5th grade, G&P) & Nili Pearlmuter (math coach, Haggerty)</p> <ul style="list-style-type: none"> ○ Spring 2021: Second BEB research workshop ○ “The hard truth is, racial equity cannot be achieved with an obsessive commitment to ‘meeting people where they are’ when ‘where the are’ is fraught with racial bias and privilege. Students, families, and educators experiencing racism cannot afford to wait for us to saunter toward a more serious racial equity vision. They cannot afford to wait, in particular, for all white educators to ease int racial equity commitments at a pace of our choosing while they suffer the consequences of our casualness.” - Paul Gorski, “Avoiding Racial Equity Detours,” Educational Leadership, April 2019 ○ Black and Brown community has been doing this equity work for a long time; it’s time that the rest of the community roll up their sleeves and work alongside ○ Hope is that principals and school leaders will continue pushing the work forward; CC can slow down and meet people where they are at and also encourage people to move forward <ul style="list-style-type: none"> ● 30 seconds pause for reflection before Q&A ● Clarifying questions? |
| <p>School council/community discussion 8:00-8:25</p> | <p>Breakout rooms (15 min):</p> <ul style="list-style-type: none"> ● Introduce yourselves (your school affiliation, role, if you are a school council rep) ● Go-round: 1-2 min for each person in group <ul style="list-style-type: none"> ○ What excites you about the mission and proposed work? What do you hope to get out of it? ○ What questions do you have about our triad endorsing the mission and work? ● Open discussion--be prepared to share any concerns or questions you would want to raise before moving to endorsement <p>Whole group (10 min):</p> <ul style="list-style-type: none"> ● Any questions to raise? <ul style="list-style-type: none"> ○ What does endorsement mean? Includes providing some budget support (last year was childcare, space and food); main cost this year would be speakers to present |

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| | <p style="text-align: center;">BEB work</p> <ul style="list-style-type: none"> ● Excitements/Hopes? <ul style="list-style-type: none"> ○ Excited about the tone to bring people in and not push people away and meet them and help them along in the journey ○ Excited about needing everyone involved to grow ○ Excited that it's a flexible model ○ Excited about the training for facilitators within the group ● Consensus check <ul style="list-style-type: none"> ○ Group consensus to endorse |
| <p>Next steps 8:25-8:30</p> | |

Mission Statement of North Cambridge Courageous Conversations

Courageous Conversations is a caregiver-led activist group that embraces the life-long work of acknowledging and overthrowing the racism, white supremacy, and systems of oppression inherent in our society. Through education and conversations, we create a community to help each other learn how we can do better for every child in the Baldwin, Peabody, and Rindge Avenue Upper Campus triad of schools. We do this with humility, acknowledging the humanity in all members of our community and celebrating that community's strength.

History of NOCA CC Events

- 2018-2019 School Year: Five sessions Jan-May 2019 with Julienne Smrcka hosted by RAUC
 - Session 1 (Jan. 22) - Introduction, biases in education, real estate, employment, and other domains
 - Session 2 (March 26) - Introduction to role play and the anti-voice (video)
 - Session 3 (Apr 9) - Finishing and performing role play skits
 - Session 4 (Apr 23) - Socrates Cafe, delving into "What is an inclusive community?" through questioning
 - Session 5 (May 28) - Personal plans for micro and macro actions
- 2019-2020 School Year
 - Oct 2019 - Building Equity Bridges (BEB): Sensemaking across the barriers@RAUC
 - Nov 2019 - Explore subset of barriers and BEB research (expressing dreams of if barriers disappeared)@Baldwin
 - Jan 2020 - "White Fragility" book discussion@Peabody
 - Feb 2020 - "How to Talk to Kids About Race" by Wayside Youth & Family Support Network@Baldwin
 - March 2020 - Session with Melody Brazo and Melinda Barbosa@Peabody
 - June 2020 - Session with speaker Arkie Tasew "On Privilege and Purpose in the times of COVID-19 and Racial Inequity" (virtual on Zoom)