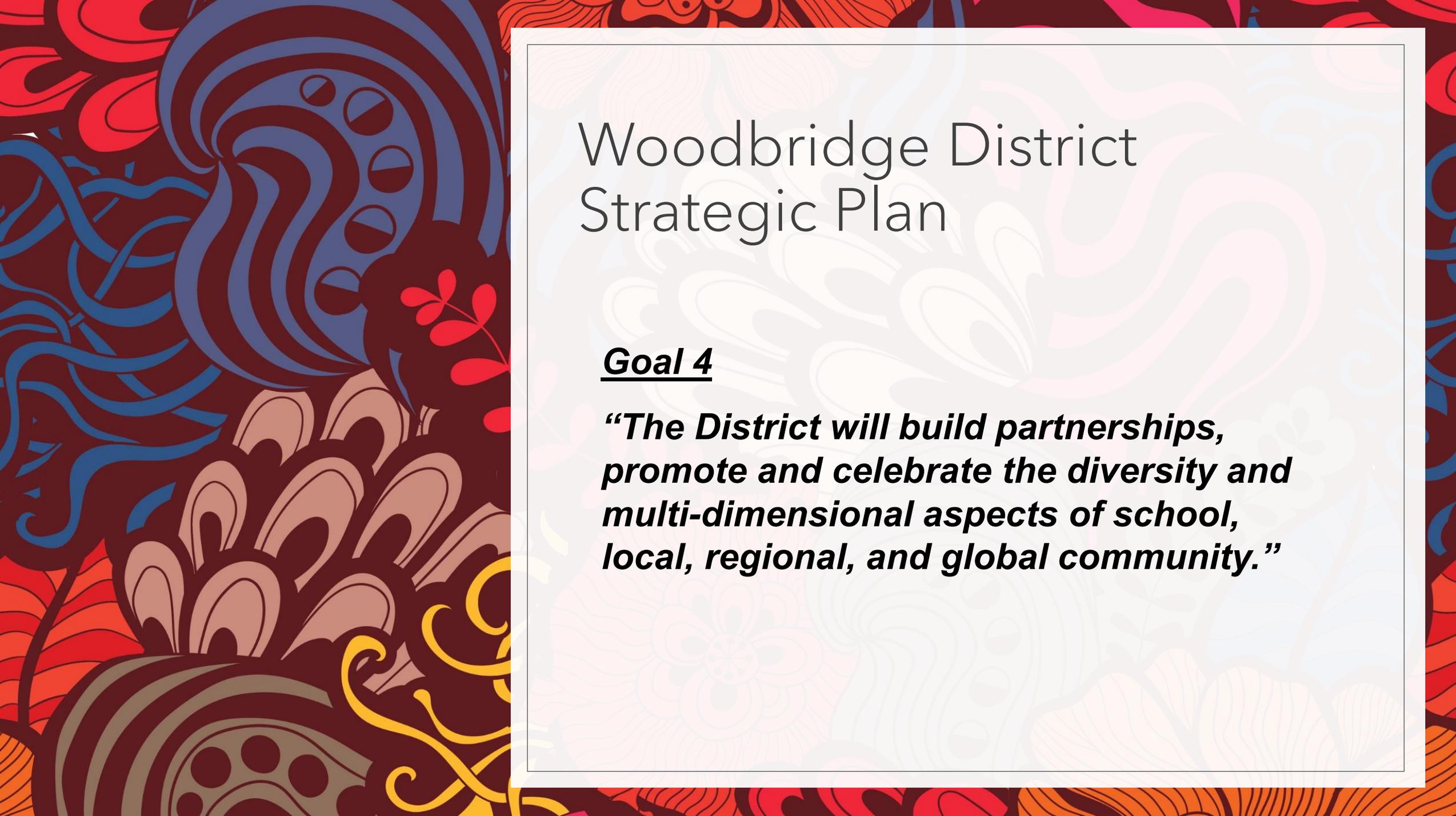


# COMMUNITY AND DIVERSITY COMMITTEE

Beecher Road School, Woodbridge, CT  
(June 2020)

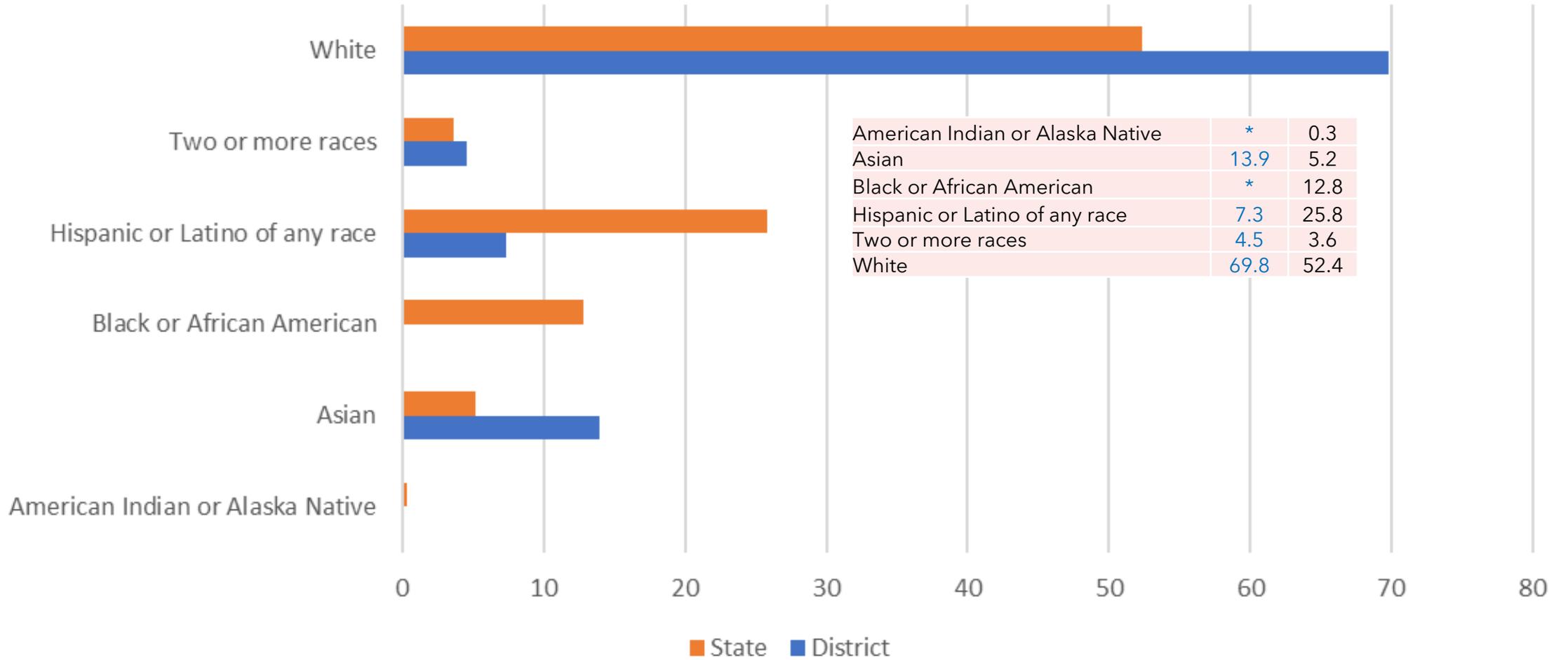
The graphic features a vibrant, abstract background with swirling patterns in shades of red, blue, and yellow. On the left side, there are stylized floral and leaf motifs in dark red and blue. The right side is dominated by a large, light-colored rectangular box with a thin white border, containing the text.

# Woodbridge District Strategic Plan

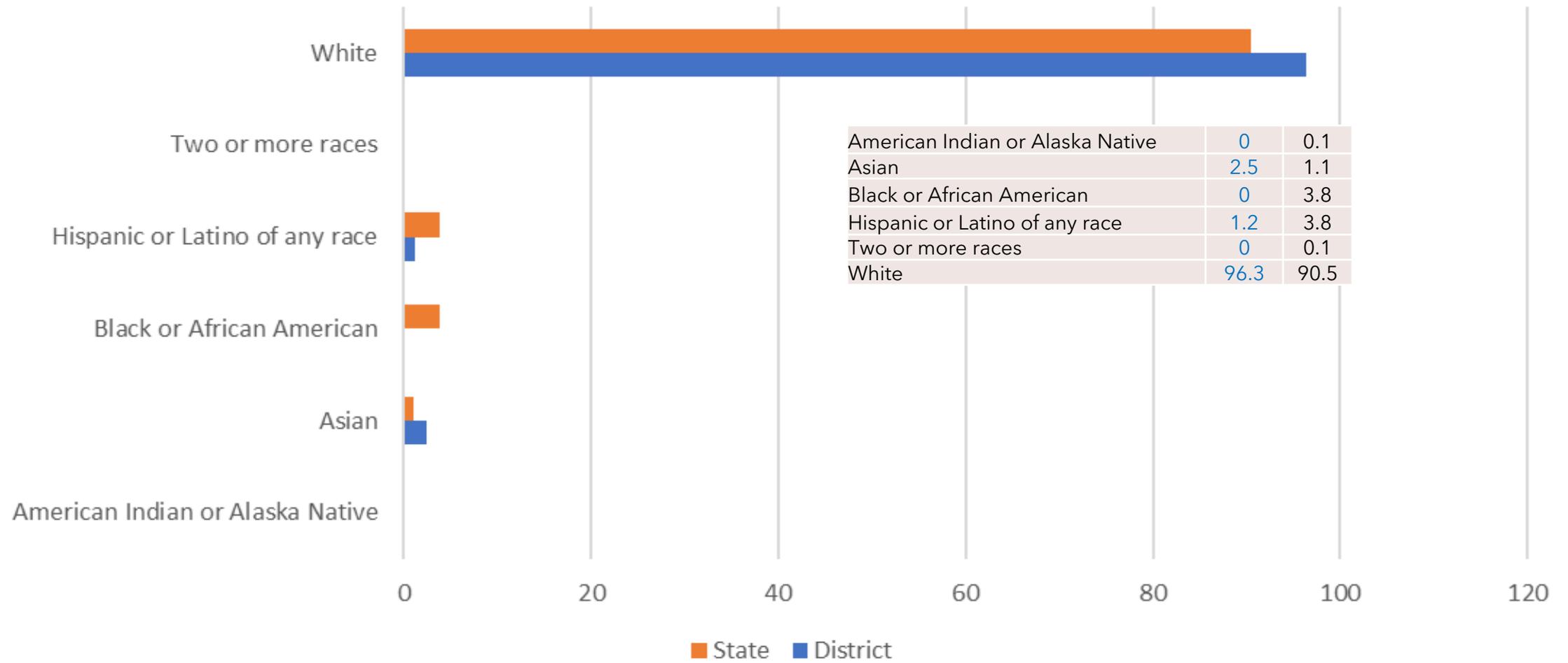
## **Goal 4**

***“The District will build partnerships, promote and celebrate the diversity and multi-dimensional aspects of school, local, regional, and global community.”***

## STUDENT DEMOGRAPHICS



# EDUCATOR DEMOGRAPHICS





# Community and Diversity Committee

- Formed by Superintendent Gilbert in Fall 2017 as part of the district's Strategic Development Plan.
- Committee composed of Beecher parents, teachers and administration.
- Committee acts in advisory capacity to administration and provides leadership and resources to support various projects and activities.
  - **Identify current activities**
  - **Expand stakeholder participation**
  - **Promote and celebrate the diversity of each individual**
- Meetings held regularly.

	2017-2018	2018-2019	2019-2020
<b>EFFORTS</b>	<ul style="list-style-type: none"> <li>(1) Administration attended implicit-bias training &gt; presented training to staff.</li> <li>(2) Administration attended minority teacher recruitment event.</li> <li>(3) Librarians and Classroom Teachers attended workshop on building inclusive classroom libraries.</li> <li>(4) Collaboration with Artsweek. "Where Are Your Roots?" community map.</li> </ul>	<ul style="list-style-type: none"> <li>(1) Committee partnered with the Town of Woodbridge for community book reads.</li> <li>(2) Administration attended a minority teacher recruitment event.</li> <li>(3) Recruitment of parents to share diverse experience/expertise.</li> <li>(4) Librarians attend workshop "Everyone Included: Supporting LGTBQIA+ Patrons and Families.</li> <li>(5) Administrative Team and Teacher attend Diversity Workshop in partnership with Amity</li> </ul>	<ul style="list-style-type: none"> <li>(1) School Diversity Inventory exercise: Audit of library by Community and Diversity Committee members. This was followed by teachers self-auditing their classroom materials → shared findings among staff.</li> <li>(2) Administration attended a minority teacher recruitment event.</li> <li>(3) Working towards creating a "Diversity and Inclusion" tab on the school website.</li> <li>(4) Expansion and diversification of school and classroom library.</li> <li>(5) Librarian attended workshop on equity and access for all</li> </ul>
<b>MESSAGE</b>	<p><b>Oct 2, 2017: Superintendent's Update</b> Committee formed and began work. Committee to work on instructional and extra-curricular activity.</p> <p><b>Jun 1, 2018 Principal's Message</b> Collaboration with Artsweek. "Where are your Roots?" community map.</p>	<p><b>Sep 14th, 28th and Dec 14th, 2018 Principal's Message</b> Looking for parents willing to share expertise, experience. Especially interested in areas that enhance diversity.</p> <p><b>Jan 11, 2019 Principal's Message</b> Diversity Committee partnering with Town Library for special book club for grades 4-6. "Awkward" by Svetlana Chmakova.</p> <p><b>Mar 5, 2019 Superintendent's Update</b> Diversity Committee update on mission, partnering for town events, ADL program.</p> <p><b>May 10, 2019 Principal's Message</b> Diverse books for summer reading</p>	<p><b>Jun 1, 2020 Principal's Message</b> Parent update on how to talk to kids on racism and violence</p> <p><b>Jun 3, 2020 Principal's Message</b> Statement following the death of George Floyd from the Community Diversity Committee</p>



# Initiatives

## **Short- and long-term objectives**

- **Parent/Community engagement**
- **Faculty engagement and training**
- **Diverse faculty recruitment and retention**
- **Curriculum**
- **Stewardship**
- **School and community initiatives**



# Short-term Objectives

- **Parent/ Community engagement**
  - Communication: email/newsletter/webpage
  - Superintendent's forum
  - Inclusivity book club for the Beecher community
- **Faculty engagement and training**
  - Educator book club centered around diversity issues
  - Monthly agenda item at the Team Leader Meeting
  - Semester reporting
  - Scheduled: PD on Culturally Responsive Practices in Education (Upcoming) - Faculty and Administration
  - Committee presentation to faculty
  - Faculty Highlights: spotlight on faculty initiatives
  - Online resources



# Long-term Objectives

- **Diverse faculty recruitment and retention**
  - Recruitment efforts to embody inclusivity
- **Curriculum development / courses**
  - Expansion of school and classroom libraries
  - Development of survey on inclusivity issues and training needs
  - Diversity dedicated course development
- **School scorecard**
  - School-level audits
- **Student engagement**
  - Student council
  - Student diversity committee
- **School and community initiatives**

# Committee Membership

Althea Brooks, Parent  
Larissa Crocco, Teacher  
Jay Dahya, Parent  
Robert Gilbert, Superintendent  
Aimee Meacham, Teacher  
Ruche Mejnartowicz, Parent  
Doreen Merrill, Ast. Principal  
Lanna Moore, Teacher  
Tahera Parvez, Parent  
Mohini Ranganathan, Parent  
Analisa Sherman, Principal  
Erin Williamson, Parent