

July 19, 2022

Meeting Opens: 5:38 p.m.

Attendance: Aida Cerundolo, Chris Connelly, Jeremy Denlea, Adrienne Evans, Karyl Martin, Robert Quinn, Sean Connor (Remote – due to car problems, at home in Manchester), Sean Locke, Ahni Malachi

Quorum: YES

Approval of Minutes June Meeting: Y, A, Y, Y, A, A, Y, A, Y – 5 Yeas and 5 Abstains – Passes

Discussion of Education Resource Guide/Tool-kit:

- Guest Introductions: Dana Stangel-Plowe, FAIR; Melissa Kraus Augenbraun, ADL
- Jeremy and Sean: Conversations with SAU 47 & 59 about strategies for addressing bias-related incidents in schools, advising families about the policies, anonymous reporting system to file complaints about incidents. How to manage “unseen incidents” like graffiti—by training custodial staff. Onus of adjustment on the perpetrator. In-school suspension where they provide education on the harms and then gradually re-introduce the perpetrator and helping them to learn and do better going forward. Perpetrators often become resources for other students.
 - SAUs would like follow up
 - There was some development of one-pager on bias-prevention.
- Aida: SAU 30, spoke with asst. principal at Laconia high school – three-tiered system to address behavior issues: T1 is preventative and geared toward student education; T2 is more focused to a group of students who may need more education or skill-development; T3 focuses on individual students who need further education and resources.
 - How could this be transitioned to racist incidents or anti-semitism?
 - Works well with routine issues, but bias-motivated or racist acts teachers have less comfort addressing the matter and that makes it harder to implement. Some teachers will address it in the moment but others turn to the principle and administration to address the issues.
 - School would welcome a tool-kit or guide that would advise on how to address bias or racist incidents in school.
 - Teachers are concerned about how far they can go in discussing the issue with students.
- SAU 47 & 59 both noted that anti-LGBTQ+ issues are the most commonly identified. Implemented a system of peer support system. Have seen some trans students wanting to transfer into the districts.
- Going through the tool-kit:
 - Student well-being in State: a lot drawn from the information provided by FAIR and ADL and the law that forms the foundation for the State's interest
 - Why school culture matters: recognizing and responding to incidents with examples and how to appropriately respond; beginning with shared values and ideals
 - Discussion of the idea of humility—p 7 add in the concept and introduce it with a few sentences
 - Listening rather than telling, curiosity and willingness to learn and understand

- Using breakout boxes to highlight and emphasize. One for each concept: Humility, Awareness, Understanding, Curiosity/Learning/Respect—not being afraid of mistakes but open to learning when mistakes are made.
- Bias:
 - Biases are universal and we all have biases and recognizing that we have them can be bringing people together
 - Biases are a learned behavior that develop into natural preferences—2nd paragraph
 - Mental shortcuts—instead of biases
 - Emphasizing that because something is learned, it can be unlearned, challenged, etc.
 - Incorporate in-group/out-group analysis/discussion; follow the leader/social contagion
- Prevent, Identify, Respond:
 - Possibility of identify, then respond, then prevent
 - Maintain emphasis on prevention but oftentimes a school is going to seek information to respond to an incident
- Identifying:
 - Bullying—people minimize bullying as “kids being kids” but bias-motivated incidents cause it to take on a different level of significance.
 - Looking to state law as the source for the State’s interest.
 - Unclear if SAUs have bullying/cyberbullying policies
 - Guidance on the boundaries on what can be disclosed and how—statute citations, even a need to consult with counsel
 - Bringing it back to shared values
- Working with students who may be unwilling to come forward but suffered incidents that warrant intervention/community resources or education
- Discussion of SRO(s)
- Discussion of best practices
- Using examples to illustrate concepts, incidents, and issues
- Cover letter:
 - Foundation of the state’s interest
 - Importance of transparency in redressing the situation
- Next steps: Finalize and the prepare for production to the Council.

Next Meeting: August 16, 2022, Department of Safety, 33 Hazen Drive, 5:30 p.m.

Adjourn: 7:51 p.m.