

Monday, November 21, 2022

MINUTES OF THE EDUCATIONAL DIVERSITY, EQUITY, AND INCLUSION COMMITTEE OF THE BRIDGEPORT BOARD OF EDUCATION, held November 21, 2022, at Central High School, 1 Lincoln Boulevard, Bridgeport, Connecticut.

The meeting was called to order at 6:32 p.m. Present were members Chair Erika Castillo and Bobbi Brown\*\*. Board members Joe Sokolovic and Albert Benejan\* were present.

(\*remote participation) (\*\* began the meeting with remote participation and later arrived in person)

Interim Supt. Alyshia Perrin was present.

Ms. Brown moved approval of the committee's minutes of April 4, 2022. The motion was seconded by Ms. Castillo and unanimously approved.

The next agenda item was on the three-year historical data of staff demographics.

Mr. Sokolovic said the committee had been tracking staff demographics while he was the chair. He said the intent was to see how the district was trending. He said the way the data was presented tonight jumbles things together. He said his intent was to see what certified staff students see in front of them. He said the inclusion of custodial staff, lunchroom workers and others does not provide the information he is looking for.

Mr. Sokolovic requested the data be broken out by administrators, certified staff, etc.

Ms. Brown arrived at the meeting in person.

Ulysses Rogers said tables were available for the 2020-21 and 2022-23 school years. He displayed the table for the race and gender breakdowns. He described how to break down the numbers by department and bargaining unit in the document.

Mr. Sokolovic asked for a display of the African American percentages for each year. Mr. Rogers said for 2020 all certified staff were 6.71 percent; in 2021, 7.10 percent; 2022, 7.42 percent.

Mr. Rogers said the percentages for Hispanic/Latino were 6.53 percent in 2020; in 2021, 7.21 percent; 2022, 6.42 percent.

Mr. Sokolovic said the numbers indicate the losses are at the teacher level.

Denise Altro-Dixon, executive director of human resources, said some of the percentage presented did not seem to make sense.

Mr. Rogers said the previously stated numbers were for all 2,862 total staff.

Mr. Rogers presented numbers on percentages of administrators: 2020: 29.11 percent of administrators were African American; 10.13 percent Hispanic/Latino; 58.23 percent white

2021: 26.44 percent were African American; 10.34 percent Hispanic/Latino.

2022: 28.87 percent African American; 10.31 percent Hispanic/Latino.

In response to a question, Mr. Rogers said assistant principals, principals and directors are included in the numbers.

The numbers on certified staff were 2020: African American, 11.23 percent; Hispanic/Latino, 11.89 percent; white: 72.29 percent. In 2021: African American, 11.59 percent; Hispanic/Latino, 12.7 percent. For 2022: 12.3 percent African American; 11.64 percent for Hispanic/Latino.

In response to a question, Mr. Rogers and Ms. Altro-Dixon said psychologists, SOPs, social workers, and guidance counselors are included in the BEA bargaining group.

Ms. Castillo said it looked like about ten African American teachers and eighteen Hispanic/Latino teachers were lost between 2021 and 2022

Mr. Sokolovic said he believed the data should be considered at the next meeting due to the need to begin the special meeting tonight. He said the committee had set a goal to increase the incoming teachers by five or ten percent. He noted the district was among the best in the state as far as staff diversity, but he would like us to do better every year.

Ms. Altro-Dixon said some of the decrease in teachers may be because they became administrators. Mr. Rogers said

there was also attrition to due to the pandemic and retirement.

Ms. Brown moved to adjourn the meeting. The motion was seconded by Ms. Castillo and unanimously approved.

The meeting was adjourned at 7:00 p.m.

Respectfully submitted,

John McLeod

*Approved by the committee on January 30, 2023*