

WELLESLEY PUBLIC SCHOOLS
40 Kingsbury Street • Wellesley • Massachusetts 02481
781-446-6200

Dr. DAVID F. LUSSIER
Superintendent of Schools

MICHAEL M. LACAVA
Interim Assistant Superintendent, Teaching and Learning



CYNTHIA D. MAHR
Assistant Superintendent, Finance and Operations

June 1, 2021

VIA EMAIL

Kara Bell

Judicial Watch, Inc.

kbell@judicialwatch.org

Re: May 17, 2021 Public Records Request Response #1

Dear Ms. Bell:

On May 17, 2021¹, you made a request for:

- “Records identifying the number of affinity spaces hosted by Wellesley Public Schools from September 1, 2020 to May 17, 2021;
- Records identifying the topics discussed during any affinity spaces hosted by Wellesley Public Schools from September 1, 2020 to May 17, 2021;
- Records inviting students, faculty, and staff to affinity spaces hosted by Wellesley Public Schools from September 1, 2020 to May 17, 2021;
- Records identifying and describing “long-term, evidence-based district strategy” discussed in Superintendent Lussier’s March 19, 2021 message;
- Records, including policies and procedures, regarding the creation and use of “affinity spaces.”
- Analyses of whether affinity spaces excluding students, faculty, and staff who identify as a specific race or gender is consistent with state and federal law, including but not limited to the Equal Protection clause of the 14th Amendment of the U.S. Constitution, the Massachusetts Equal Rights Amendment, and the Massachusetts School Attendance Law.”

¹ For purposes of calculation of time, the request is received as of May 18, 2021, the first business day following the receipt of the request. See 950 CMR 32.03(3).

The Wellesley School Department (the "Department") determined that there are approximately 5,900 potentially responsive records to the request in the form of emails, as well as a number of other documents. The Department is required by the Public Records Law, G.L. c. 66, § 10(b), to issue this 10-day response letter.

On June 1, 2021, the Department petitioned the Supervisor of Public Records for the ability to charge fees to segregate and redact the records at a cost of \$43.87/hour, pursuant to 950 CMR 32.06(4)(g) and (h) (the "Petition"). You received a copy of the Petition, which is attached to this 10-day response and incorporated herein, on June 1, 2021.

As you are aware, the records that you requested may contain information that is required, by law, to be redacted pursuant to the Family Education Rights Privacy Act, the Massachusetts Student Record Law, and the attorney-client privilege. Additionally, these records may contain information that may be subject to other exemptions of the Public Records Law, including but not limited to Exemption (c) (the privacy exemption) and Exemption (d) (the deliberative process exemption).² The Department is awaiting the Supervisor's determination with respect to charging fees for segregating and redacting records pursuant to these exemptions.

The Supervisor has not yet responded to the Petition, but is required, by law, to respond within 5 business days of its receipt. Upon receipt of the response, the Department will update this response letter in the form of a fee estimate. Once you receive the fee estimate, and the Department receives payment of the fee, it will produce these records.

In the interim, if you would like to narrow the scope of your request (for example, limiting the time-frame or type of records sought) which may reduce the amount of time required to segregate and redact records (and thus reduce the cost to you) please let me know. One suggestion is to narrow the scope of the request to records sent by Dr. Charmie Curry, the director of diversity, equity and inclusion for the Wellesley Public Schools (there are approximately 76 emails).

To the extent that the Department has in its possession additional records responsive to your request, the Department has included such documentation with this response. Further, the Department responds as follows:

Records identifying the number of affinity spaces hosted by Wellesley Public Schools from September 1, 2020 to May 17, 2021: The Department states that between the period of September 1, 2020 and May 17, 2021, the Wellesley Public Schools provided opportunities for students and faculty alike to gather to discuss various topics based on affinity. There were five distinct opportunities, and one ongoing opportunity provided during this time period.

Records identifying and describing "long-term, evidence-based district strategy" discussed in Superintendent Lussier's March 19, 2021 message: A document regarding the Wellesley Public School's Equity Strategic Plan is attached.

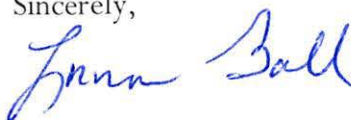
Records, including policies and procedures, regarding the creation and use of "affinity spaces": A PDF of a power point presentation to the School Committee as well as Panorama Survey documentation is attached.

² These exemptions were described in further detail in the Petition.
Wellesley Public Schools

Analyses of whether affinity spaces excluding students, faculty, and staff who identify as a specific race or gender is consistent with state and federal law, including but not limited to the Equal Protection clause of the 14th Amendment of the U.S. Constitution, the Massachusetts Equal Rights Amendment, and the Massachusetts School Attendance Law: The Department states that no such records exist.

You have a right to appeal this determination to the Supervisor of Records under *M.G.L. c.66, Section 10A(a)*, and the right to seek judicial review of an unfavorable decision by commencing a civil action in the superior court under subsection (c) of Section 10A.

Sincerely,



Laura Ball

Administrative Assistant to the
Assistant Superintendent of Finance and Operations

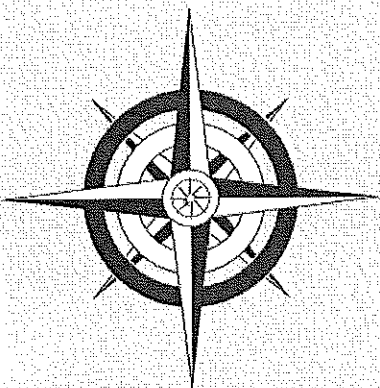
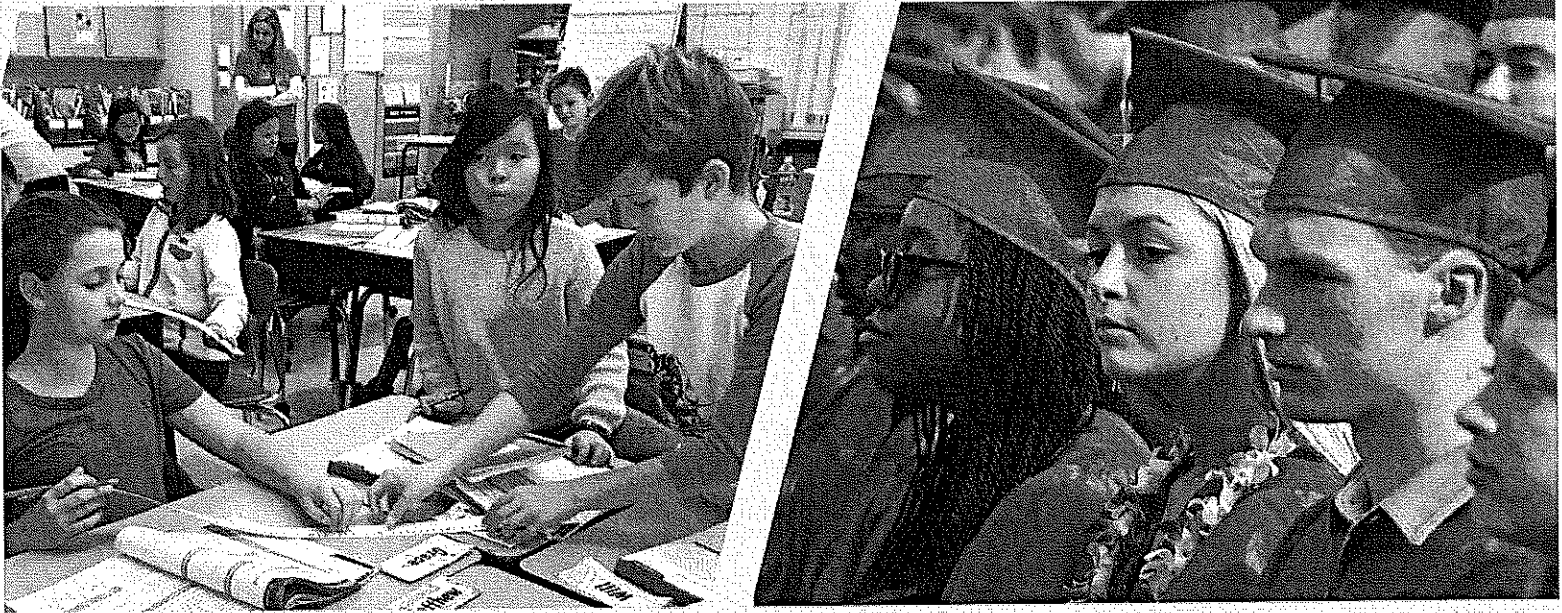
cc:

C. Mahr

Town Counsel

WPS Equity Strategic Plan

2020 - 2025 School Years



WELLESLEY PUBLIC SCHOOLS

Learning • Caring • Innovating

Dr. David Lussier, *Superintendent*

Michael LaCava, *Int. Asst. Superintendent, Teaching & Learning*

Cindy Mahr, *Asst. Superintendent, Finance & Operations*

Dr. Charmie Curry, *Director of Diversity, Equity & Inclusion*

WPS EQUITY STRATEGIC PLAN 2020-2025

Our Core Values

Academic Excellence

Commitment to Community

Respect for Human Differences

Cooperative and Caring Relationships

Diversity, Equity & Inclusion Mission:

We believe it is our moral responsibility to welcome, celebrate and affirm the full spectrum and intersections of human differences in, and beyond our community. We will create a culture that celebrates advocacy and pursues justice for all, especially those from historically marginalized communities. We will practice risk-taking, and challenge one another to continuously examine systems of privilege and bias, and work collectively to disrupt and dismantle inequity in all its forms.

The Equity strategic plan is a written expression of the Wellesley Public Schools' commitment to equity as an anchor and strategic priority of our District's strategic plan. The commitments and ensuing goals reflect a cross-departmental effort through the work of the Office of Diversity, Equity & Inclusion, Teaching & Learning, Human Resources, Student Services, METCO, among others.

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BRIGHT SPOTS

Invested Faculty & Staff

"We accept all of our students no matter the background. We have built such a strong bond with students and families, that I hope we can all talk to each other about racism..."

80%

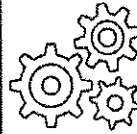
WPS Faculty and Staff often think about what students of different races, ethnicities, or cultures experience.

"I have seen teachers with Black Lives Matter signs outside their classrooms, equality posters inside classrooms, and I am so appreciative."

85%

WPS Faculty and Staff responded to first Panorama Survey on Educator/Staff experience

"I am grateful to be working in a district that helps us be better teachers and citizens..."

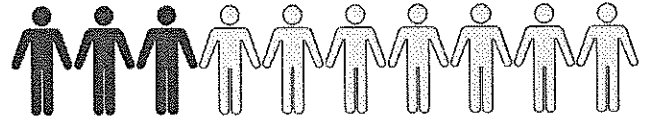


CHALLENGES

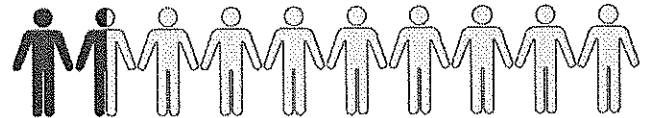
Significant Disproportionality & Persistent Opportunity, Achievement Gaps

WPS Black and Hispanic students are 3 to 4 times as likely as their peers to be identified with a communication disability, an emotional disability, or a specific learning disability.

30.8% of African American/Black, Hispanic or Latinx students have an IEP



16.7% of White students have an IEP



Upperclassmen Enrollment in Advanced Placement courses*

**70% of Asian students
51% of White students
42% of Hispanic students
16% of Black students**

**In SY 2018-19*

How confident are you that colleagues can have honest conversations about race, even when uncomfortable?

22%

Faculty and Staff responded favorably

**Fall 2020 Panorama Survey Data*

IMPACT OF COVID19

The onset of COVID19 provided both challenges and opportunities for the District's equity work. It created a heightened awareness of inequities, as observed nationally, and acted as an additional catalyst to spur our efforts. As national and local data show, the onset of COVID19 hit Black/African-American and Hispanic communities particularly hard. Nationally, Asian American communities experienced significant anti-Asian racism as the result of the spread of the coronavirus. In WPS, these realities came to bear in how our families chose student placements - remote or hybrid - for the reopening of schools. The Remote Learning School (RLS) materialized as WPS' only majority-minority school, comprising more than 60 percent students of color at its opening.

The need for a hybrid/remote setting for health and safety concerns also complicated the launch of some of our key initiatives such as the roll out of equity facilitators across our schools. The process for hiring equity facilitators revealed significant skill gaps in educator capacity in leading equity-focused or race conversations among colleagues and students, which our fall 2020 Panorama educator and staff experience survey later confirmed. While WPS educators report high investment in the district's DE&I efforts, they also require significant support in their practice to lead the work with confidence and fidelity.

THEORY OF ACTION

IF we approach our commitment to diversity, equity and inclusion with a mindset of "equity by design"; invest in systems and infrastructure that support equity and shed light on inequity; amplify the voices of students and the most marginalized in our community; invest, with a posture of humility, in continuous learning and awareness of the impact of race on schooling; **THEN** we will become a district that closes opportunity and achievement gaps, that is free of the manifestations of bias and racism, and that is culturally sustaining, thereby improving the life outcomes for students, faculty and staff and the community.

STRATEGIC COMMITMENTS

- #1 | District Equity by Design**
- #2 | Invest in Equity-Centered Curriculum and Pedagogy**
- #3 | Eliminate Significant Disproportionality & Opportunity, Achievement Gaps**
- #4 | Amplify Student Voices**
- #5 | Diversify Our Staffing**
- #6 | Invest in Community Education on Equity**
- #7 | Wellesley METCO**

#1 | District Equity by Design

Goal: A commitment to creating and vetting district processes, policies, systems and structures to reflect an intentional commitment to equitable outcomes by design.

1a. Cultivate community ownership of the District's equity vision by utilizing protocols and structures to invite shared leadership and implementation of mission, vision, commitments and goals.

1b. Adopt Equity Planning Tool¹ to guide decision-making and to ensure that all decisions are made with intent to advance equity.

1c. Develop a central MTSS district dashboard based on Equity Progress Assessment² to keep track of key markers of equity progress such as: student assignments, Special Education placement, access to and enrollment in Advanced Placement coursework, SEL data, etc., all disaggregated by race/ethnicity.

1d. Clear and effective policies, systems, procedures, structures supporting equity are in place at all levels of the organization.

1e. Data are used strategically and frequently to plan, analyze district progress as it relates to achieving racial equity.

#2 | Invest in Equity-Centered Curriculum and Pedagogy

Goal: All WPS schools will demonstrate use of pedagogy and curriculum materials that elevate the experiences of the historically marginalized, and increase the ability of students to engage in anti-bias, antiracist practices, to respect differences and challenge inequities.

2a. Provide rigorous culturally responsive, anti-bias, antiracist curriculum and instruction in all content areas that fully considers the intersectional nature of student identity.

2b. Support educators and leaders by offering mentorship through peers and district coaching to help educators deliver high-quality, equitable learning opportunities to all students; hire an FTE district Equity Coach.

2c. Develop a unifying articulation of a WPS Vision for Effective, Equitable Instruction.

2d. Align educator and administrator supervision to all educators' understanding and application of culturally responsive practices and equity-centered pedagogy and practice.

2e. Ensure a unified scope and sequence for educator and leader learning on equity across WPS.

¹ Equity Planning Tool by [BlackPrint Education Consulting, LLC](#)

² Equity Progress Assessment by [Center for Understanding Equity](#)

#3 | Eliminate Significant Disproportionality & Achievement and Opportunity Gaps

Goal: Reduce the number of Black/African-American and Latinx students who are inappropriately referred to and are receiving Special Education services; narrow performance gaps that are predictable by race/ethnicity.

3a. Adopt rigorous Multi-Tiered Systems of Support (MTSS) frameworks across all levels.

3b. Ensure research-based curriculum is used in all content areas at every level.

3c. Implement data-driven instructional practices for all students.

3d. Achieve parity in the number of Black and Hispanic students enrolled in Advanced Placement courses.

#4 | Amplify Student Voices

Goal: We will amplify the voices of students, especially students who have experienced (and continue to experience) systematic marginalization, in order to cultivate student agency and advocacy.

4a. Develop and sustain a Diversity, Equity & Inclusion Student Advisory Council to amplify student voice on DEI issues.

4b. Provide opportunities for affinity spaces for students with shared identity

4b. Implement Panorama Equity & Inclusion survey to assess student experience as it relates to equity and inclusion in the school setting; use Panorama Survey to monitor student progress toward two competencies on WPS Profile of a Graduate: Respect Differences and Challenge Inequities.

#5 | Diversify Staffing

Goal: Hire and retain faculty and staff who share our equity commitment, and who mirror our student population.

5a. Audit talent practices, including, but not limited to, processes for development of hiring committees, exit interview data, to address potential impacts of unconscious bias.

5b. Hire, support, and retain workforce, particularly instructional and classroom positions, that mirrors the cultural, racial and linguistic diversity of our student population.

5c. Develop a racial equity hiring plan that articulates a vision for talent management practices that prioritize equity and articulate specific strategies for retaining BIPOC faculty/staff.

5d. Provide resources for affinity spaces for specialized populations within the wider Faculty/Staff (ie. ALANA, Admin Leaders of Color, LGBTQ+, White Educators for Antiracism, etc.).

#6 | Invest in Community Learning on Equity

Goal: We will develop and implement a community engagement model that prioritizes building adult capacity to authentically understand the issues of equity in order to be successful advocates and agents of change in the Wellesley Public Schools community.

6a. Design and implement a scope and sequence of required adult learning to support community understanding of principles of equity.

6b. Create and sustain a DE&I subcommittee as part of each PTO/PTSO. Each committee will collaborate on mission, vision and DEI focus areas that mirror the district's priorities.

6c. Develop plan for affinity spaces for parent/caregiver community.

6d. Implement Panorama Family Engagement survey to understand community on family efficacy, school climate, barriers to engagement, among other salient topics.

#7 | Wellesley METCO

Goal: Wellesley METCO will nurture and affirm positive racial identity development and inspire academic excellence in all students to ensure a dynamic experience for Boston resident students attending the Wellesley Public Schools.

7a. Hire and onboard a full-time high school academic coordinator to attend exclusively to the needs of the high school population.

7b. Develop and implement student experience surveys to understand, track the experience of Boston resident students at each of the levels.

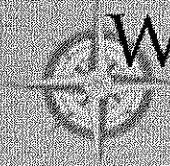
7c. Develop an exit survey for 8th and 12th grade METCO students to track experiences during grade transition and at the conclusion of WPS careers

7d. Invest in the Family Friends Program as a means of nurturing and promoting authentic, cross-racial friendships that equally benefit Wellesley and Boston resident families.

7e. Invest in developing positive racial identity and belonging in all students by pursuing mentorship and student-focused affinity spaces.

Diversity, Equity & Inclusion Update

A Presentation to the Wellesley School Committee | February 2, 2021



WELLESLEY PUBLIC SCHOOLS
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Objectives

- Overview and Update
- Strategic Plan Preview
- Questions

“ Because inequity is so deeply embedded within educational systems, identifying and dismantling inequities must be a deeply embedded precept of leadership. Equity will never be achieved if it is approached as a stand-alone initiative or add-on project.”

The Leadership Academy

Overview and Update

Overview and Update

Mission

We believe it is our moral responsibility to welcome, celebrate and affirm the full spectrum and intersections of human differences in, and beyond our community. We will create a culture that celebrates advocacy and pursues justice for all, especially those from historically marginalized communities. We will practice risk-taking, and challenge one another to continuously examine systems of privilege and bias, and work collectively to disrupt and dismantle inequity in all its forms.

Overview and Update

Racial
Identity
Development

Unconscious
Bias and
Anti-Racism

+

Equity
Literacy:
Racial
Literacy

Culturally
Responsive
Practices &
Diversify
Staffing

- Significant Disproportionality
- Opportunity/Achievement Gaps
- Educator and Student Experience

Overview and Update

URGENCY

Laser focus on improving student outcomes, experiences



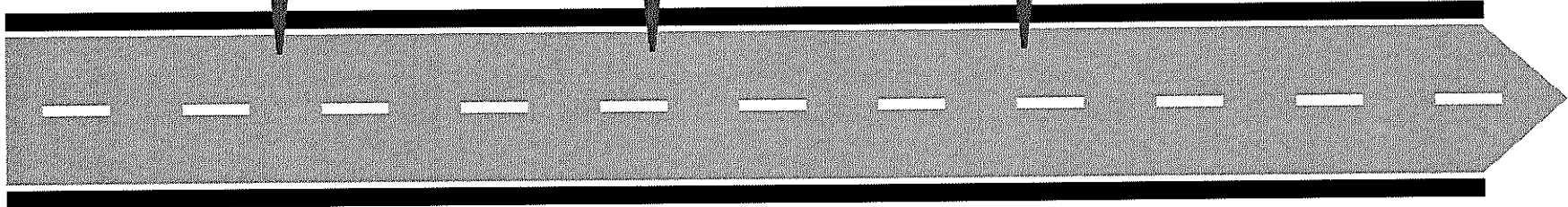
AGILITY

The global pandemic has changed schooling landscape



COHERENCE

Shared understanding, shared goals, shared ownership for outcomes



Overview and Update

How Do We Define Equity*?

Outcomes are not correlated with race, ethnicity, sexuality, gender, or ability.

Fairness and justice NOT sameness

Identifying and eliminating racism, sexism, heterosexism, transphobia, ableism, and other forms of bias and discrimination

Fairly distributing (and sometimes redistributing) access, opportunity, and participation

**EdChange, Equity Literacy Framework*

Overview and Update

Equity Work in SY20-21

KEY PARTNERSHIPS

- DESE
- Panorama
- Courageous Conversation

Leader Capacity

- Courageous Conversation
- Culturally Responsive Leadership
- DE&I Leadership Council

Educator Capacity

- Equity Facilitators
- Equity Literacy Coursework
- DE&I Leadership Council

Student Capacity

- DE&I Student Advisory Council
- 24/7 Respect
- Affinity Spaces

Are our efforts resisting or maintaining the status quo?

Strategic Plan Preview

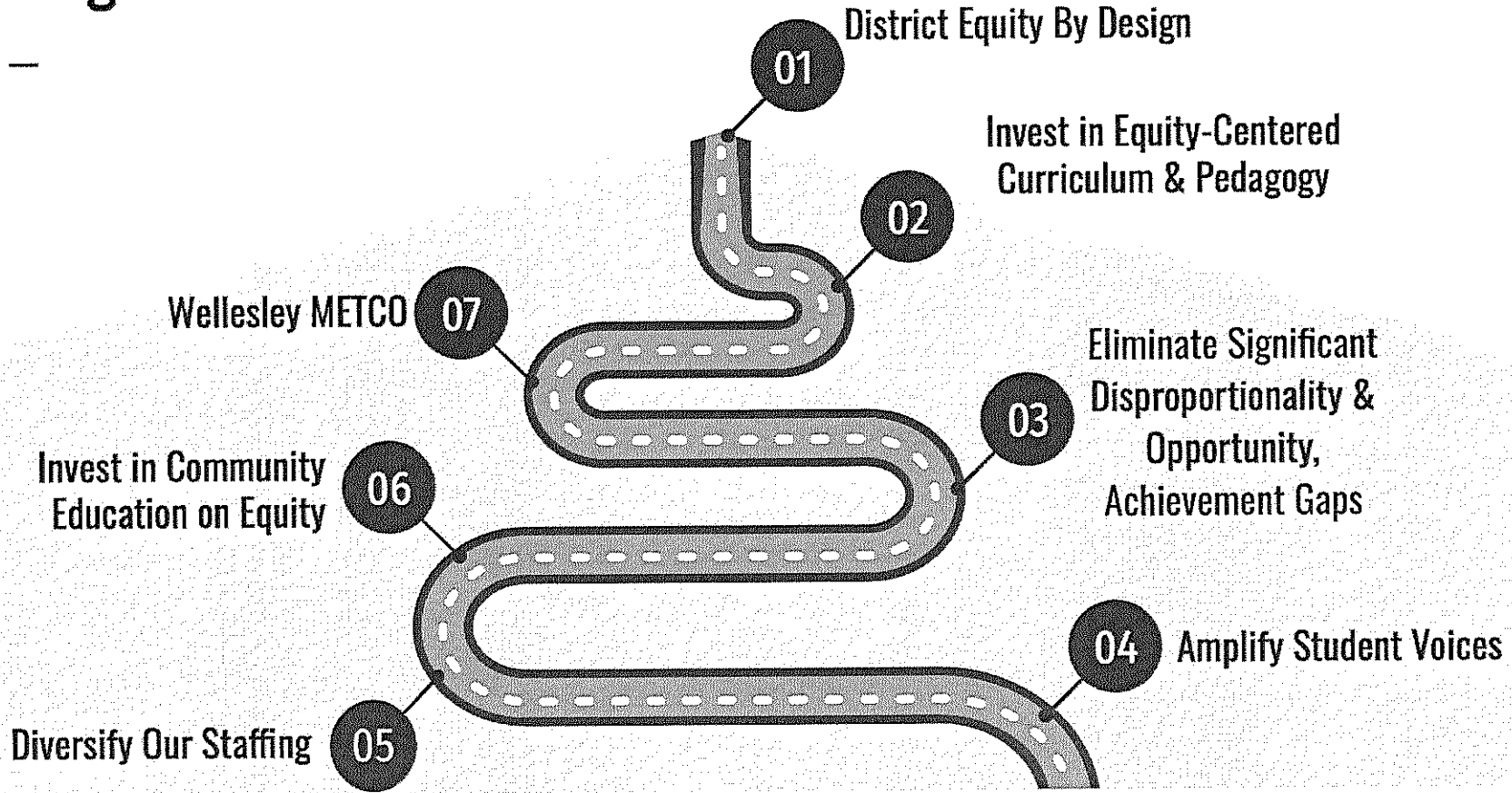
The following is a preview of our five-year equity strategic plan, illustrating seven core commitments.

Strategic Plan Preview

Theory of Action

IF we approach our commitment to diversity, equity and inclusion with a mindset of “equity by design”; invest in systems and infrastructure that support equity and shed light on inequity; amplify the voices of students and the most marginalized in our community; invest, with a posture of humility, in continuous learning and awareness of the impact of race on schooling; **THEN** we will become a district that closes opportunity and achievement gaps, that is free of the manifestations of bias and racism, and that is culturally sustaining, thereby improving the life outcomes for students, faculty and staff, and the community.

Strategic Plan Preview



Questions

THANK YOU!

Contact Us

Web: www.wellesleyps.org/dei

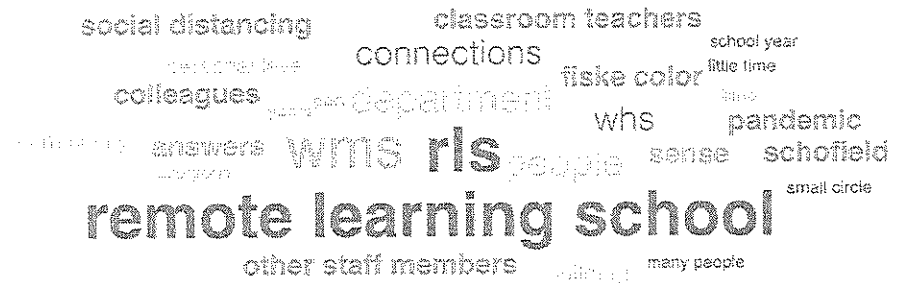
Email: dei@wellesleyps.org

Twitter: @WellesleyDEI

— — —

Belonging

Do BIPOC and White faculty and staff feel that they are valued members of the school community at the same rates?



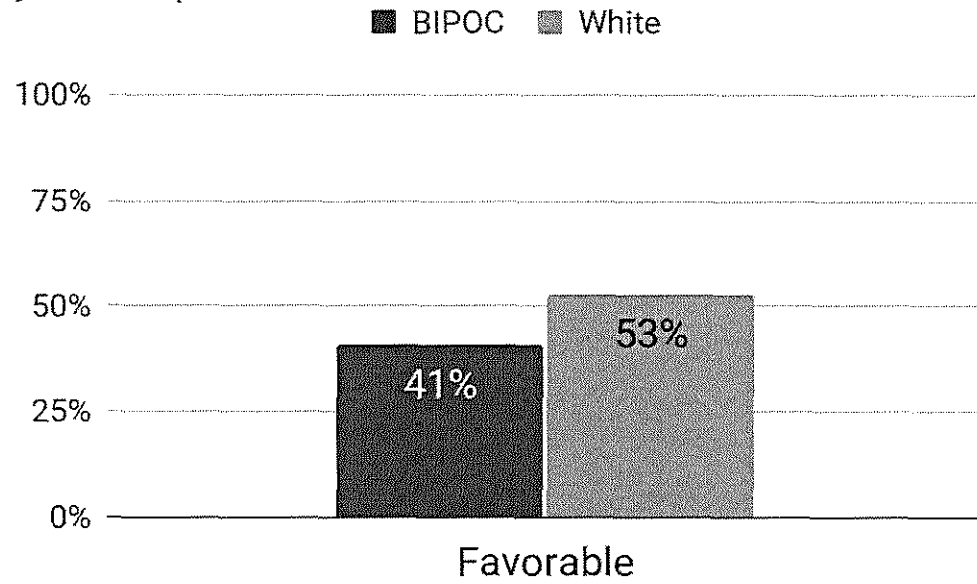
Belonging

How well do your colleagues at school understand you as a person?

41% of BIPOC staff and 53% of White staff felt their colleagues at their schools understood them as a person.

12-point difference between groups

How well do your colleagues at school understand you as a person?



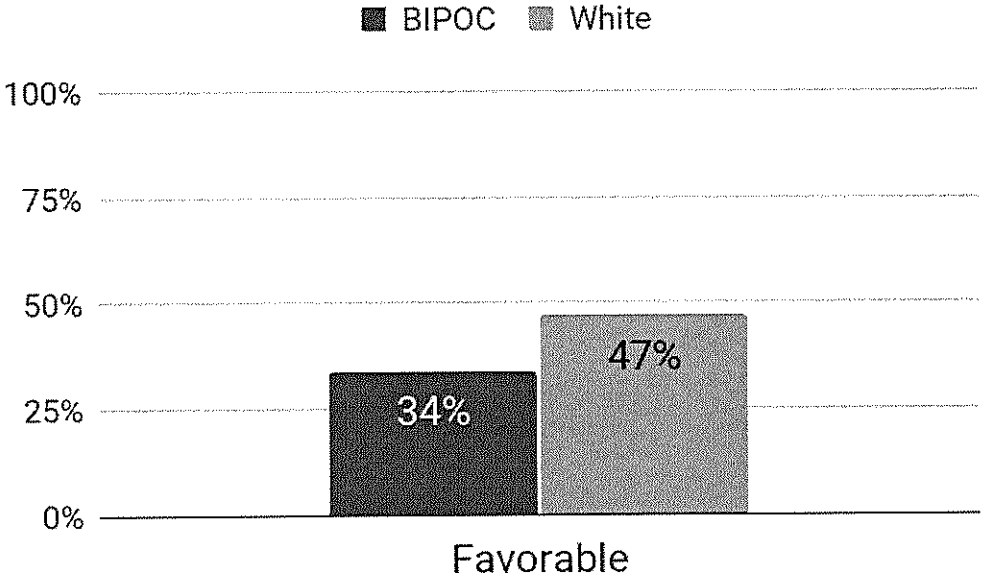
Belonging

How connected do you feel to other adults at your school?

34% of BIPOC staff and 47% of White staff felt connected to other adults at their schools.

13-point difference between groups

How connected do you feel to other adults at your school?



Belonging

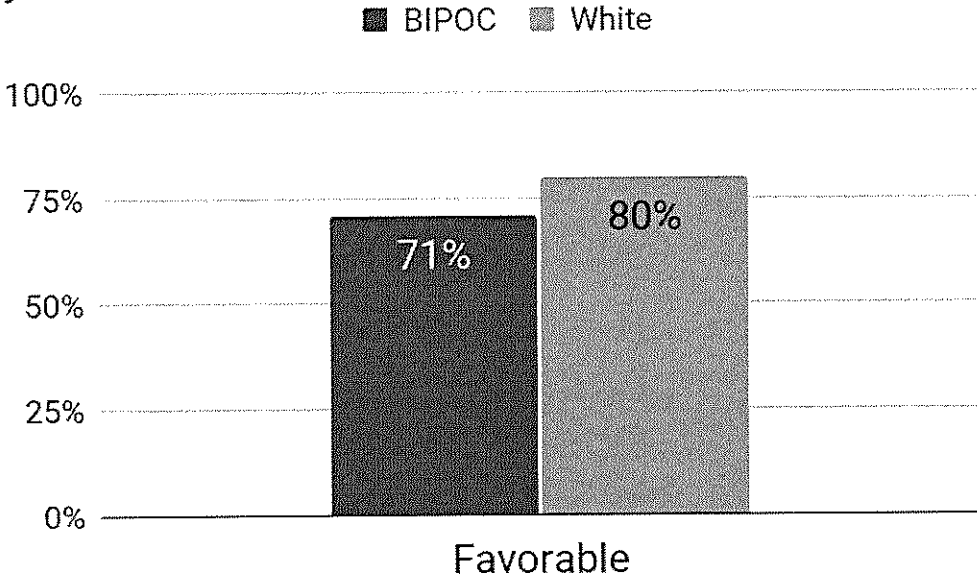
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How much respect do colleagues in your school show you?

71% of BIPOC staff and 80% of White staff felt respected by their colleagues in their schools.

9-point difference between groups

How much respect do colleagues in your school show you?



Belonging

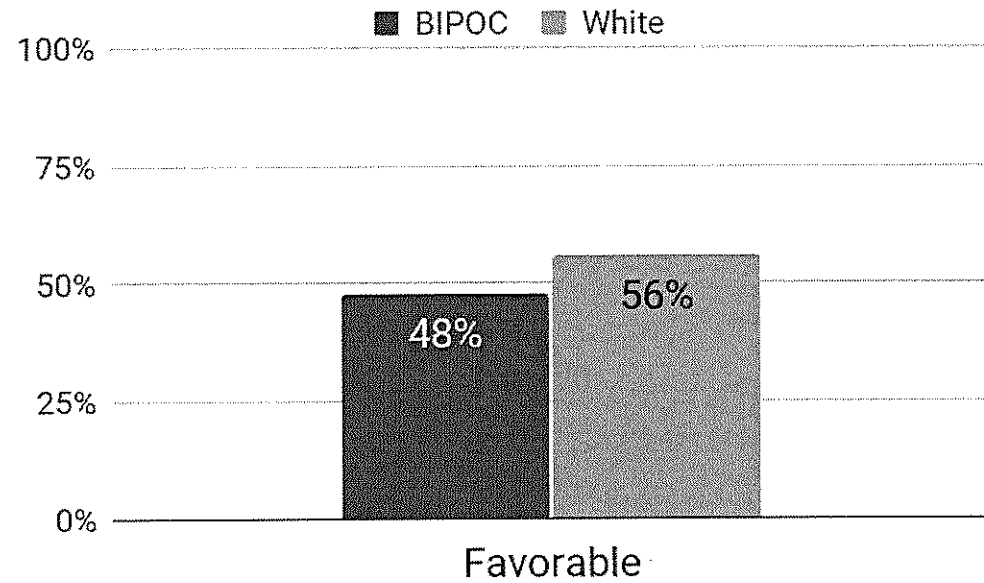
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How much do you matter to others at your school?

48% of BIPOC staff and 56% of White staff felt like they matter to others at their schools.

8-point difference between groups

How much do you matter to others at your school?



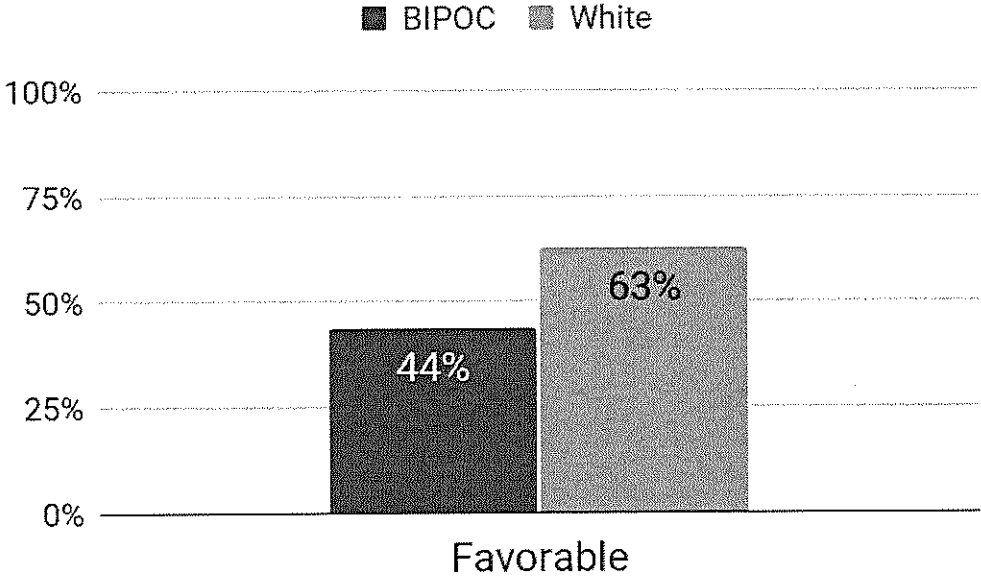
Belonging

Overall, how much do you feel like you belong at your school?

44% of BIPOC staff and 63% of White staff felt like they belonged at their schools overall.

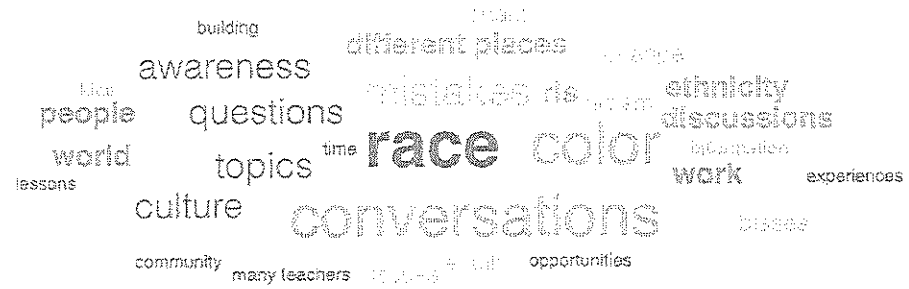
19-point difference between groups

Overall, how much do you feel like you belong at your school?



Cultural Awareness & Action (Adults)

Do BIPOC and White faculty and staff feel their schools support staff and faculty in learning about, discussing, and confronting issues of race, ethnicity, and culture at the same rates?



Cultural Awareness and Action (Adult Focus)

How often do school leaders encourage you to teach about people from different races, ethnicities, or cultures?

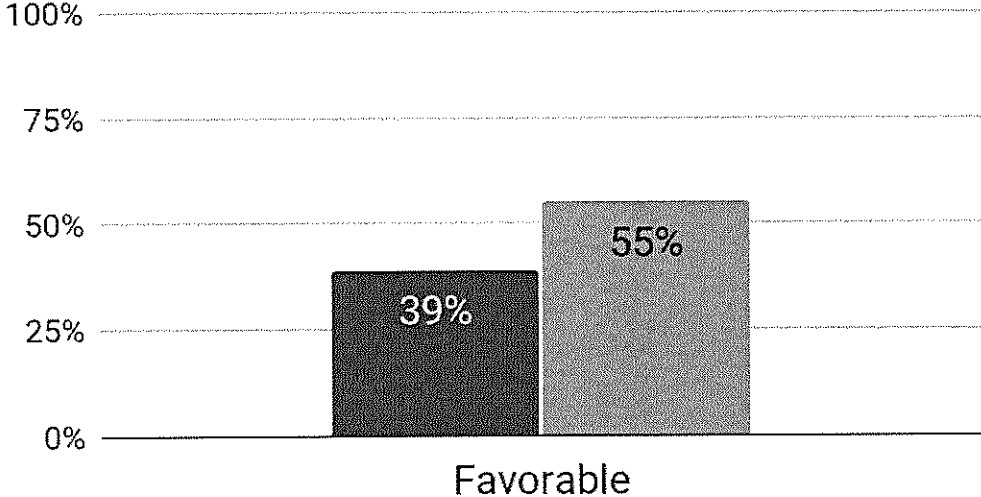
39% of BIPOC educators and 55% of White educators felt encouraged to teach about people from different backgrounds.

16-point difference between groups

Only asked of staff with classroom roles.

How often do school leaders encourage you to teach about people from different [backgrounds]?

■ BIPOC ■ White



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PANORAMA SURVEYS

Create safe, engaging school communities

Promote positive school climate by collecting valid and reliable feedback about what matters most — from belonging and teacher-student relationships to engagement and school safety.

[Request a Demo](#)

[Download 360° Surveys](#)

We help schools and districts understand feedback from their stakeholders in 4 key areas

See



Question Bank: Student Check-ins
by Kimberly D. Jones, Ed.D., Executive Director of Learning
PANORAMA

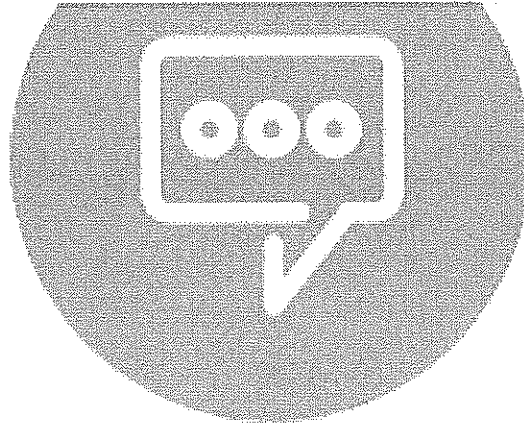
80 Questions to Check in on Students

Identify students who need help right now—academically, socially, and emotionally.

[Download question bank](#)

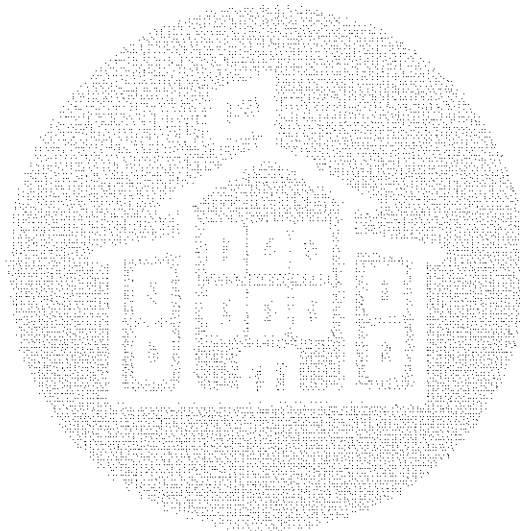
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Student Voice

Capture student feedback through surveys about teaching, learning, and classroom experiences



School Climate

Understand the factors that foster safe, social, and positive learning environments at school



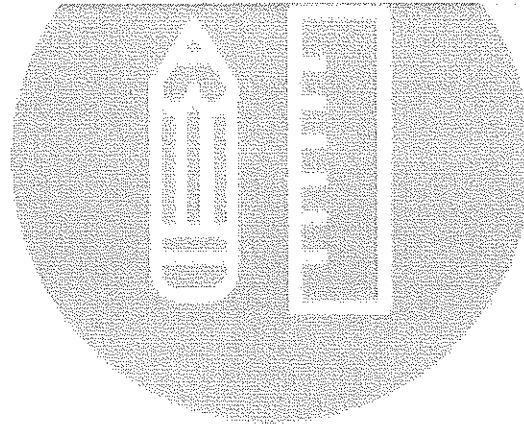
80 Questions to Check in on Students ✕

Identify students who need help right now—academically, socially, and emotionally.

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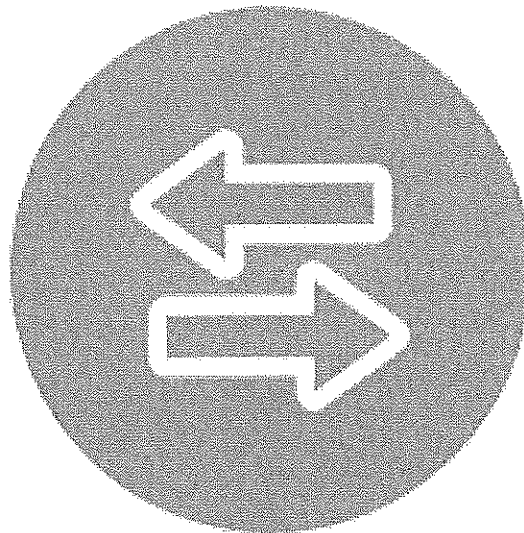
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Learn More



Teacher & Staff Voice

Support productive and professional conversations between teachers, staff, and school leaders



Family & Community Engagement

Promote healthy family-school relationships and engage stakeholders in your community

Start with re

Choose from our library of re
valid and reliable perception



Question Bank: Student Check-In
By Susan K. Grady, Ed.D., and Karen Mapp, Ed.D.
© 2020 Panorama Education

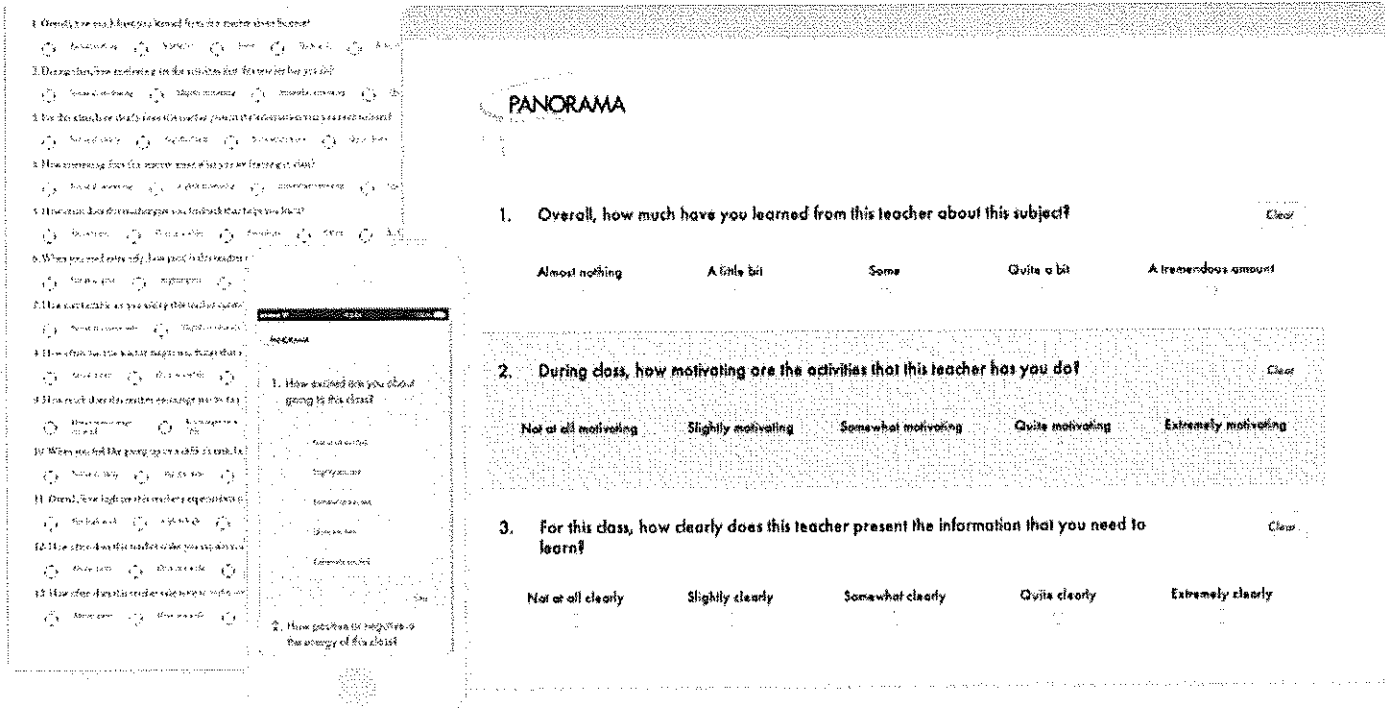
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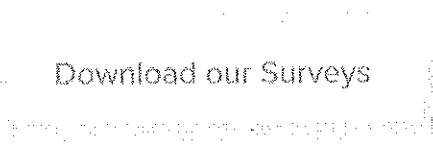
Registration now live for Panorama's Virtual Summit: A Resilient Reopening with Dr. Karen Mapp!

Learn More



to gather feedback from students, family members, and teachers and staff.

With our online platform, build and share your survey seamlessly. Get unlimited responses, create your own custom questions, and ensure secure data collection with one-time access codes.



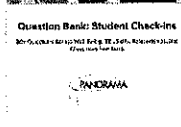
Panorama Student Survey

Capture student perceptions using the Panorama Student Survey, which features topics like Student Engagement, Pedagogical Effectiveness, School Climate, and Safety.



Family-School Relationships

Engage parents, guardians, and family members using the Family-School Relationships Survey, which includes Family Engagement.



80 Questions to Check in on Students

Identify students who need help right now—academically, socially, and emotionally.

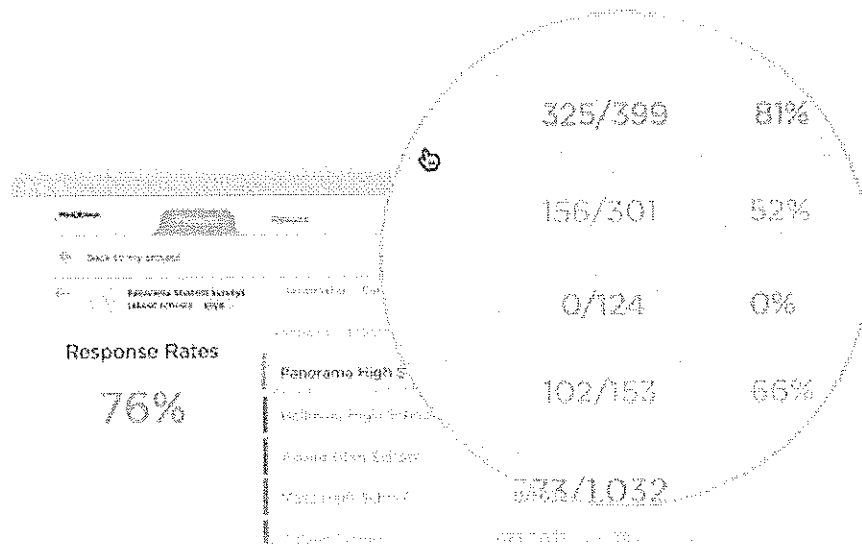
Download question bank

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Question Bank: Student Check-Ins

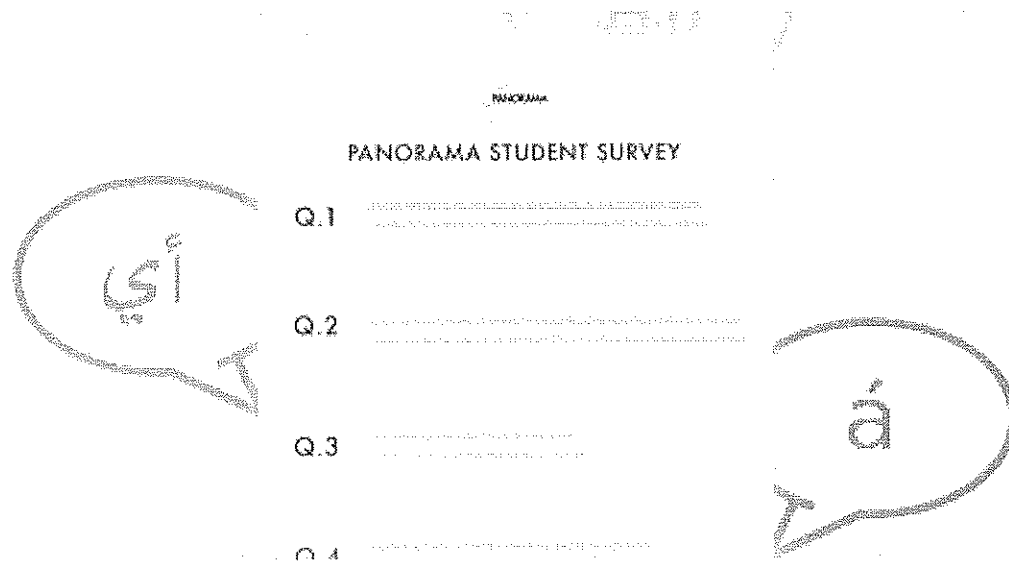
80 Questions to Check in on Students

Identify students who need help right now—academically, socially, and emotionally.

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See your high-level results across each topic on your survey to identify strengths and areas for growth against your school or district average.

Identify experience gaps between

Disaggregate your data by subgroups—custom data attributes—to understand

Understand the voice of your community

Visualize the voice of your stakeholders. Turn open-ended text responses into interactive v



80 Questions to Check in on Students

Identify students who need help right now—academically, socially, and emotionally.

Download question bank

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PANORAMA Panorama Public Schools

School Summary

Students Teachers & Staff Family Members All Respondents



Student Survey

What feedback did students have for their school?

Grades 6-12

483 student responses | show breakdown

Save as PDF

Topic	Percent Favorable	Compared to others nationally	Change since Spring 2017 Feedback Surveys
School Rigorous Expectations	70%	20th-39th percentile	▲ 1
School Belonging	61%	60th-79th percentile	▲ 3 Greatest increase
School Teacher-Student Relationships	59%	20th-39th percentile	▼ 5
School Safety	58%	40th-59th percentile	▲ 2
School Engagement	55%	60th-79th percentile	▲ 2
School Climate	50%	0th-19th percentile	▼ 8

View all questions

Take action with Playbook

Compare student surveys

See how your survey results compare to our national dataset of thousands of schools.



Question Bank: Student Check-ins

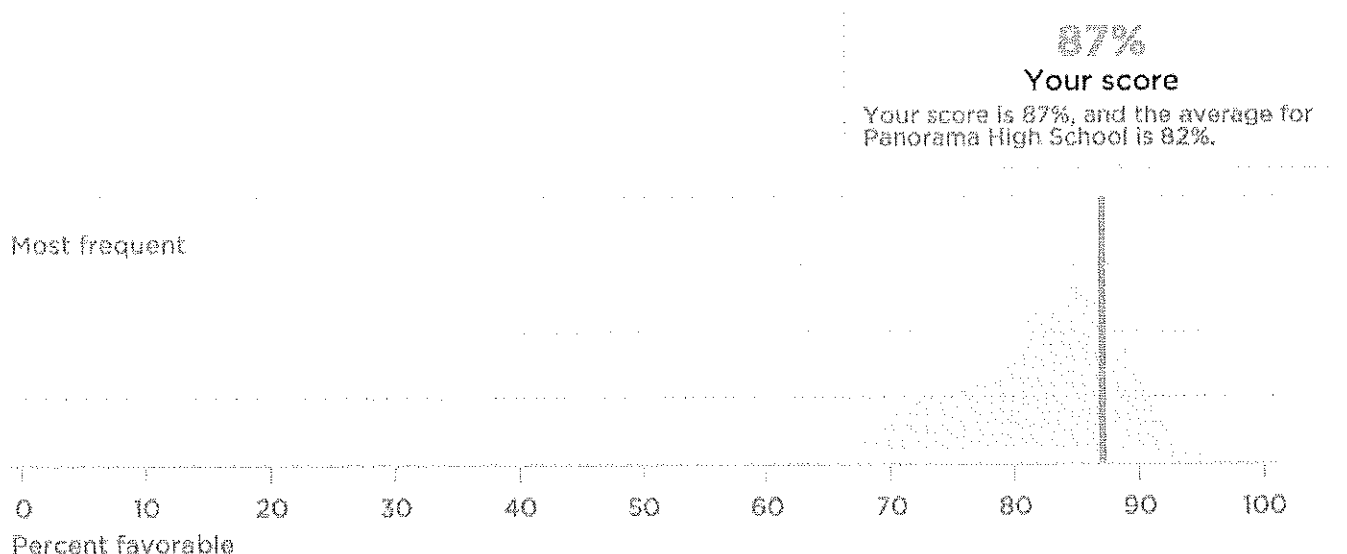
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Question Bank: Student Check-In
 by Gwendolyn and Kelly H. SFL, TeachersFirst
 from TeachersFirst

80 Questions to Check in on Students

Identify students who need help right now—academically, socially, and emotionally.

Download question bank

November 2020



Charmie Curry <curryc@wellesleysps.org>

ALANA Affinity Group Time on Upcoming Professional Day

4 messages

Charmie Curry <curryc@wellesleysps.org>

Thu, Nov 19, 2020 at 3:06 PM

To: Charmie Curry <curryc@wellesleysps.org>, William Craft <craftw@wellesleysps.org>
 Bcc: Alexis Fudge <fudgea@wellesleysps.org>, Altoria Coffey <magariea@wellesleysps.org>, Alyssa Connor <connora@wellesleysps.org>, Andrew Drew Kelton <keltona@wellesleysps.org>, Anne Gayner <gaynera@wellesleysps.org>, Astrid Mazariegos <mazariegos@wellesleysps.org>, Aurelie Nkam <nkama@wellesleysps.org>, Barbara Barnett <barnettb@wellesleysps.org>, Bevin Hale <haleb@wellesleysps.org>, Bill Craft <craftw@wellesleysps.org>, Brandon Cox <coxb@wellesleysps.org>, Carla Lumley <lumleyc@wellesleysps.org>, Charmie Curry <curryc@wellesleysps.org>, Cira Bagwell <bagwellc@wellesleysps.org>, Cristina Alvaro Sanchez <alvarosanchezc@wellesleysps.org>, Cynthia Russell <russellc@wellesleysps.org>, Devin Ligon <ligond@wellesleysps.org>, Eillen Chu <chue@wellesleysps.org>, Erica Ayisi <ayisie@wellesleysps.org>, Gerardo Martinez <martinezg@wellesleysps.org>, Gizela 'Gizelle' Lev <levg@wellesleysps.org>, Harmony Johnson <johnsonhj@wellesleysps.org>, Jacqueline Katz <katzj@wellesleysps.org>, Jenna Stacy <stacyj@wellesleysps.org>, Jessica Lau <lauj@wellesleysps.org>, Jonathan Martinez <martinezj@wellesleysps.org>, Karen Sarmiento <sarmientok@wellesleysps.org>, Kevin Tan <tank@wellesleysps.org>, Luz Barrientos <barrientosl@wellesleysps.org>, Mark Ito <itom@wellesleysps.org>, Megan Conroy <conroy@wellesleysps.org>, Min Zhou <zhoum@wellesleysps.org>, Natasha Goddard <goddardn@wellesleysps.org>, Pedro Carrasquillo <carrasquillop@wellesleysps.org>, Ranjani Sriram <sriramr@wellesleysps.org>, Robyn Rease <reaser@wellesleysps.org>, Roxanne Scott <scottr@wellesleysps.org>, Ruth Ortiz Collazo <ortizcollazor@wellesleysps.org>, Sherry Ly <lys@wellesleysps.org>, Shima Khan <khans@wellesleysps.org>, Stephanie DeOliveira <deoliveiras@wellesleysps.org>, Wei Kwan Leung <leungw@wellesleysps.org>, Wen Cobb <cobbw@wellesleysps.org>, Yihong Xu <xuy@wellesleysps.org>, Dedra Moore <moored@wellesleysps.org>

Dear friends,

How are you doing these days? It is our hope each of you is holding steady in these challenging times.

We are happy to share that on the upcoming Professional Day, 11/30/20, we will have **one hour allotted for our affinity group time**. This time is slated for **2-3 p.m.**

We hope that many of you will be able to join us. If there are specific topics you'd like to see us talk about, please complete this form by Monday, Nov. 23. You can also just show up!

We look forward to gathering again.

Warmly,
 Charmie and Bill

Charmie R. Curry, EdD (she/her)

Director of Diversity, Equity & Inclusion

Wellesley Public Schools

40 Kingsbury Street

Wellesley, MA 02481

Phone: 781-446-6210 ext. 5827

Website: www.wellesleysps.org/dei

Twitter: @WellesleyDEI

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Mail Delivery Subsystem <mailer-daemon@googlemail.com>
 To: curryc@wellesleysps.org

Thu, Nov 19, 2020 at 3:06 PM

On Thu, Nov 19, 2020 at 3:06 PM Charmie Curry <curryc@wellesleysps.org> wrote:

[Quoted text hidden]

[Quoted text hidden]



Charmie Curry <curryc@wellesleysps.org>

Opportunities for YOU to SHINE!

2 messages

Charmie Curry <curryc@wellesleysps.org>

Mon, Nov 23, 2020 at 2:03 PM

To: Charmie Curry <curryc@wellesleysps.org>, DEI Office <dei@wellesleysps.org>

Bcc: Alexis Fudge <fudgea@wellesleysps.org>, Aitoria Coffey <magariea@wellesleysps.org>, Alyssa Connor <connora@wellesleysps.org>, Andrew Drew Kelton <keltona@wellesleysps.org>, Anne Gayner <gaynera@wellesleysps.org>, Astrid Mazariegos <mazariegos@wellesleysps.org>, Aurelie Nkama <nkama@wellesleysps.org>, Barbara Barnett <barnettb@wellesleysps.org>, Bevin Hale <haleb@wellesleysps.org>, Bill Craft <craftw@wellesleysps.org>, Brandon Cox <coxb@wellesleysps.org>, Carla Lumley <lumleyc@wellesleysps.org>, Charmie Curry <curryc@wellesleysps.org>, Cira Bagwell <bagwellc@wellesleysps.org>, Cristina Alvaro Sanchez <alvarosanchezc@wellesleysps.org>, Cynthia Russell <russellc@wellesleysps.org>, Devin Ligon <ligond@wellesleysps.org>, Ellen Chu <chue@wellesleysps.org>, Erica Ayisi <ayisie@wellesleysps.org>, Gerardo Martinez <martinezg@wellesleysps.org>, Gizela 'Gizelle' Lev <levg@wellesleysps.org>, Harmony Johnson <johnsonhj@wellesleysps.org>, Jacqueline Katz <katzj@wellesleysps.org>, Jenna Stacy <stacyj@wellesleysps.org>, Jessica Lau <lauj@wellesleysps.org>, Jonathan Martinez <martinezj@wellesleysps.org>, Karen Sarmiento <sarmientok@wellesleysps.org>, Kevin Tan <tank@wellesleysps.org>, Luz Barrientos <barrientosl@wellesleysps.org>, Mark Ito <itom@wellesleysps.org>, Megan Conroy <conroym@wellesleysps.org>, Min Zhou <zhoum@wellesleysps.org>, Natasha Goddard <goddardn@wellesleysps.org>, Pedro Carrasquillo <carrasquillop@wellesleysps.org>, Ranjani Sriram <sriramr@wellesleysps.org>, Robyn Rease <reaser@wellesleysps.org>, Roxanne Scott <scott@wellesleysps.org>, Ruth Ortiz Collazo <ortizcollazor@wellesleysps.org>, Sherry Ly <lys@wellesleysps.org>, Shima Khan <khans@wellesleysps.org>, Stephanie DeOliveira <deoliveiras@wellesleysps.org>, Wei Kwan Leung <leungw@wellesleysps.org>, Wen Cobb <cobbw@wellesleysps.org>, Yihong Xu <xuy@wellesleysps.org>, Dedra Moore <moored@wellesleysps.org>, Diego Contreras <contrerasd@wellesleysps.org>

Hello WPS ALANA fam,

see below for some opportunities for you to show your expertise! If you want to know about Inspired, I have a colleague who was a fellow, and I can connect you!

Check them out, and share on!

Best,
Charmie

InSPIRED Fellowship Application Now Open:

The Department is now accepting applications for the third cohort of **InSPIRED (In-Service Professionals Increasing Racial and Ethnic Diversity) Fellows**. This opportunity is for current educators with close connections to their school communities and the ability to help current and prospective educational leaders understand the **impact of Black, Indigenous, Latinx, Asian, and multiracial educators on PreK-12 students**. Fellows will receive a **\$2,000 stipend** for successful completion of projects. To learn more or apply, visit [the InSPIRED Fellows application](#) by **Monday, December 14**. Please contact EducatorDevelopment@mass.gov with any questions.

OPTIC Content Fellows Application Now Open:

The Department is convening a group of educators with expertise in culturally responsive practices to serve as OPTIC (Online Platform for Teaching and Informed Calibration) content fellows. The fellows will establish benchmark scores and create exemplars of written feedback for teaching videos on the [OPTIC professional learning platform](#), a tool educators can use to calibrate perceptions of great teaching. As content experts and skilled practitioners in culturally responsive practice, OPTIC content fellows will provide Massachusetts educators with important reference points for ongoing reflection and discussion about great teaching. Content fellows will also support the development of a "what-to-look-for" tool focused on observable elements of culturally responsive, anti-racist teaching. **Fellows will receive a \$2,000 stipend for their work**. [More information](#) and details on how to apply or nominate someone is available online. Applications are due by **Monday, December 28**. Please email EducatorDevelopment@mass.gov with any questions.

Charmie R. Curry, EdD (she/her)
Director of Diversity, Equity & Inclusion
Wellesley Public Schools
40 Kingsbury Street

Wellesley, MA 02481
Phone: 781-446-6210 ext. 5827
Website: www.wellesleyps.org/dei
Twitter: @WellesleyDEI

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Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: curryc@wellesleyps.org

Mon, Nov 23, 2020 at 2:03 PM



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Final-Recipient: rfc822; fudgea@wellesleyps.org

Action: failed

Status: 5.0.0

Diagnostic-Code: smtp; The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/answer/6596>

Last-Attempt-Date: Mon, 23 Nov 2020 11:03:26 -0800 (PST)

----- Forwarded message -----

From: Charmie Curry <curryc@wellesleyps.org>

To: Charmie Curry <curryc@wellesleyps.org>, DEI Office <dei@wellesleyps.org>

Cc:

Bcc: fudgea@wellesleyps.org

Date: Mon, 23 Nov 2020 14:03:14 -0500

Subject: Opportunities for YOU to SHINE!

----- Message truncated -----

December 2020



Charmie Curry <curryc@wellesleysps.org>

ALANA follow up!

6 messages

Charmie Curry <curryc@wellesleysps.org>

Tue, Dec 1, 2020 at 4:10 PM

To: Charmie Curry <curryc@wellesleysps.org>

Bcc: Alexis Fudge <fudgea@wellesleysps.org>, Altoria Magarie <magariea@wellesleysps.org>, Andrew Kelton <keltona@wellesleysps.org>, Astrid Mazariegos <mazariegosa@wellesleysps.org>, Aurelie Nkam <nkama@wellesleysps.org>, Barbara Barnett <barnettb@wellesleysps.org>, Yihong Xu <xuy@wellesleysps.org>, William Craft <craftw@wellesleysps.org>, "Cobb, Wen" <cobbw@wellesleysps.org>, Wei Kwan Leung <leungw@wellesleysps.org>, Stephanie Lewis <lewiss@wellesleysps.org>, Stephanie DeOliveira <deoliveiras@wellesleysps.org>, Shima Khan <khans@wellesleysps.org>, Sherry Ly <lys@wellesleysps.org>, Sarah Wong <wongs@wellesleysps.org>, Ruth Ortiz Collazo <ortizcollazor@wellesleysps.org>, Roxanne Scott <scottr@wellesleysps.org>, Robyn Rease <reaser@wellesleysps.org>, Ranjani Sriram <sriramr@wellesleysps.org>, Natasha Goddard <goddardn@wellesleysps.org>, Min Zhou <zhoum@wellesleysps.org>, Megan Conroy <conroym@wellesleysps.org>, Mark Ito <itom@wellesleysps.org>, Margaret Hogan-Rao <hoganraom@wellesleysps.org>, Luz Barrientos <barrientosi@wellesleysps.org>, Kevin Tan <tank@wellesleysps.org>, Karen Sarmiento <sarmientok@wellesleysps.org>, Jonathan Martinez <martinezj@wellesleysps.org>, Jessica Lau <iauj@wellesleysps.org>, Jenna Stacy <stacyj@wellesleysps.org>, Jacqueline Katz <katzj@wellesleysps.org>, "gutierrezj@wellesleysps.org" <gutierrezj@wellesleysps.org>, Gizela Gizelle Lev <levg@wellesleysps.org>, Gerardo Martinez <martinezg@wellesleysps.org>, Erica Ayisi <ayisie@wellesleysps.org>, Ellen Chu <chue@wellesleysps.org>, Devin Ligon <ligond@wellesleysps.org>, Dedra Moore <moored@wellesleysps.org>, Cynthia Russell <russellc@wellesleysps.org>, Cristina Alvaro Sanchez <alvarosanchezc@wellesleysps.org>, Cira Bagwell <bagwellc@wellesleysps.org>, Carla Lumley <lumleyc@wellesleysps.org>, Brandon Cox <coxb@wellesleysps.org>, Bevin Hale <haleb@wellesleysps.org>, Diego Contreras <contrerasd@wellesleysps.org>

Hello ALANA colleagues!

It was so good to see many of you yesterday. We had an enjoyable and productive time together and we wish to follow up to name the next steps we talked about.

First, if you haven't already, please add your contact info to our directory. We talked about using this directory as a resource to help us connect with one another, be thought partners for collaborative work, and just to know we can check on one another throughout the year.

Second, we talked about meeting more regularly, perhaps 2x a month. Please complete this form to share your preference. Once we hear from most of us, we will be able to share the dates/times.

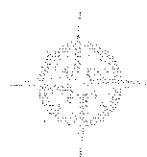
Finally, we shared about ideas we'd like to bring forth to district leadership. We will create a template to input our ideas and discuss more about how/when we will be able to share our recommendations.

We have power. We have influence. We look forward to building community and our collective agency to support our emotional, professional well being as valued members of the WPS community.

In solidarity,
Charmie & Bill

—
Charmie R. Curry, EdD (she/her)
Director of Diversity, Equity & Inclusion
Wellesley Public Schools
40 Kingsbury Street
Wellesley, MA 02481
Phone: 781-446-6210 ext. 5827
Website: www.wellesleysps.org/dei
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Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: curryc@wellesleysps.org

Tue, Dec 1, 2020 at 4:11 PM



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The response was:

The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/answer/6596>

Final-Recipient: rfc822; fudgea@wellesleysps.org

Action: failed

Status: 5.0.0

Diagnostic-Code: smtp; The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/answer/6596>

Last-Attempt-Date: Tue, 01 Dec 2020 13:11:08 -0800 (PST)

----- Forwarded message -----

From: Charmie Curry <curryc@wellesleysps.org>

To: Charmie Curry <curryc@wellesleysps.org>

Cc:

Bcc: fudgea@wellesleysps.org

Date: Tue, 1 Dec 2020 16:10:56 -0500

Subject: ALANA follow up!

----- Message truncated -----

Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: curryc@wellesleysps.org

Tue, Dec 1, 2020 at 4:11 PM



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Final-Recipient: rfc822; gutierrezj@wellesleyps.org

Action: failed

Status: 5.0.0

Diagnostic-Code: smtp; The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/answer/6596>

Last-Attempt-Date: Tue, 01 Dec 2020 13:11:08 -0800 (PST)

----- Forwarded message -----

From: Charmie Curry <curryc@wellesleyps.org>

To: Charmie Curry <curryc@wellesleyps.org>

Cc:

Bcc: gutierrezj@wellesleyps.org

Date: Tue, 1 Dec 2020 16:10:56 -0500

Subject: ALANA follow up!

----- Message truncated -----

Gerardo Martinez <martinezg@wellesleyps.org>

Tue, Dec 1, 2020 at 4:41 PM

To: Charmie Curry <curryc@wellesleyps.org>

Thank you Charmie. I was thinking of membership and I would like to invite my Spanish teacher Ruth Ortiz. I have two TAS, Jordan Freeman and Ashley Abraham who would be a nice addition of TAs are okay to include. Lastly, I have a first grade teacher Sarah Wong who would be a nice addition. Let me know what you think.

Sent from my iPhone

On Dec 1, 2020, at 4:11 PM, Charmie Curry <curryc@wellesleyps.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Charmie Curry <curryc@wellesleyps.org>

Tue, Dec 1, 2020 at 5:00 PM

To: Gerardo Martinez <martinezg@wellesleyps.org>

YES! Please share the directory with them! I'll go ahead and add them to the group. Thanks so much, Gerardo :-)

Charmie

[Quoted text hidden]

Gerardo Martinez <martinezg@wellesleyps.org>

Tue, Dec 1, 2020 at 8:26 PM

To: Charmie Curry <curryc@wellesleyps.org>

Awesome--will you email them with an invite?

Gerardo J Martinez

Principal

Schofield Elementary School

27 Cedar Street

Wellesley, MA, 02481

(781) 446-6280 ext. 2601



Go Schofield Hawks!

[Quoted text hidden]



Charmie Curry <curryc@wellesleys.org>

ALANA - 1st Wednesday and last Friday starting in Jan. 2021!

6 messages

Mon, Dec 7, 2020 at 2:05 PM

Charmie Curry <curryc@wellesleys.org>

To: Charmie Curry <curryc@wellesleys.org>, William Craft <craftw@wellesleys.org>
 Bcc: Altoria Magarie <magariea@wellesleys.org>, Andrew Kelton <keltona@wellesleys.org>, Ashley Abraham <abrahama@wellesleys.org>, Astrid Mazariegos <mazariegosa@wellesleys.org>, Aurelie Nkam <nkama@wellesleys.org>, Barbara Barnett <barnettb@wellesleys.org>, Bevin Hale <haleb@wellesleys.org>, Brandon Cox <coxb@wellesleys.org>, Carla Lumley <lumleyc@wellesleys.org>, Cira Bagwell <bagwellc@wellesleys.org>, Cristina Alvaro Sanchez <alvarosanchez@wellesleys.org>, Cynthia Russell <russellc@wellesleys.org>, Dedra Moore <moored@wellesleys.org>, Devin Ligon <ligond@wellesleys.org>, Ellen Chu <chue@wellesleys.org>, Erica Ayisi <ayisie@wellesleys.org>, Gerardo Martinez <martinezg@wellesleys.org>, Gizela Gizelle Lev <levg@wellesleys.org>, "gutierrezj@wellesleys.org" <gutierrezj@wellesleys.org>, Jacqueline Katz <katzj@wellesleys.org>, Jenna Stacy <stacyj@wellesleys.org>, Jessica Lau <lauj@wellesleys.org>, Jonathan Martinez <martinezj@wellesleys.org>, Jordan Freeman <freemanj@wellesleys.org>, Karen Sarmiento <sarmientok@wellesleys.org>, Kevin Tan <tank@wellesleys.org>, Luz Barrientos <barrientosl@wellesleys.org>, Margaret Hogan-Rao <hoganraom@wellesleys.org>, Mark Ito <itom@wellesleys.org>, Megan Conroy <conroy@wellesleys.org>, Yihong Xu <xuy@wellesleys.org>, William Craft <craftw@wellesleys.org>, "Cobb, Wen" <wcobb@wellesleyma.gov>, Wei Kwan Leung <leungw@wellesleys.org>, Stephanie Lewis <lewiss@wellesleys.org>, Stephanie DeOliveira <deoliveiras@wellesleys.org>, Shima Khan <khans@wellesleys.org>, Sherry Ly <lys@wellesleys.org>, Sarah Wong <wongs@wellesleys.org>, Ruth Ortiz Collazo <ortizcollazor@wellesleys.org>, Roxanne Scott <scottr@wellesleys.org>, Robyn Rease <reaser@wellesleys.org>, Ranjani Sriram <sriramr@wellesleys.org>, ortizr@wellesleys.org, Natasha Goddard <goddardn@wellesleys.org>, Min Zhou <zhoum@wellesleys.org>

Hello friends!

Thank you for completing the preference survey. About half of us completed the survey. Most of us selected the first Wednesday and the last Friday of the month as good, consistent meeting times to ensure we have two times a month on the calendar. The time selected by most was 3:30-4:30.

So, we will go ahead and schedule our meetups for the 1st Wed. and last Friday of each month, 3:30-4:30! This way, we can have two opportunities to connect to continue to build our community. *We will share calendar invites!*

Again, if you haven't already done so, please feel free to add your name to the directory!

Warmly,
Charmie

Charmie R. Curry, EdD (she/her)
 Director of Diversity, Equity & Inclusion
 Wellesley Public Schools
 40 Kingsbury Street
 Wellesley, MA 02481
Phone: 781-446-6210 ext. 5827
Website: www.wellesleys.org/dei
Twitter: @WellesleyDEI

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Final-Recipient: rfc822; gutierrezj@wellesleys.org

Action: failed

Status: 5.0.0

Diagnostic-Code: smtp; The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/answer/6596>

Last-Attempt-Date: Mon, 07 Dec 2020 11:05:17 -0800 (PST)

----- Forwarded message -----

From: Charmie Curry <curryc@wellesleys.org>

To: Charmie Curry <curryc@wellesleys.org>, William Craft <craftw@wellesleys.org>

Cc:

Bcc: gutierrezj@wellesleys.org

Date: Mon, 7 Dec 2020 14:05:05 -0500

Subject: ALANA - 1st Wednesday and last Friday starting in Jan. 2021!

----- Message truncated -----

Margaret Hogan-Rao <hoganraom@wellesleys.org>
To: Charmie Curry <curryc@wellesleys.org>

Mon, Dec 7, 2020 at 2:08 PM

Hi Charmie,

I remember doing the survey, but I don't usually get home from school until close to 4. I usually leave school around 320 or 330. Do most of the people in this group take these meeting calls from work? And I will update the directory with my info - this is a good reminder.

Thanks,
Peggy

[Quoted text hidden]

Charmie Curry <curryc@wellesleys.org>
To: Margaret Hogan-Rao <hoganraom@wellesleys.org>

Mon, Dec 7, 2020 at 2:10 PM

Hi Peggy!

To be honest, I'm not sure. I think it depends on people's schedules. I've heard that most buildings are closing by 4:30 due to COVID cleaning needs. I think some people will participate from school. We have not had any meetings other than on the professional day, so we'll have to see!

Kindly,
Charmie

[Quoted text hidden]

Margaret Hogan-Rao <hoganraom@wellesleys.org>
To: Charmie Curry <curryc@wellesleys.org>

Mon, Dec 7, 2020 at 2:12 PM

Hi Charmie,

On the days we have meetings, I can leave school right at 320 and be home by 345. Maybe I can just join in the meeting a bit late, and eat a snack during the meeting?

Thanks!
Peggy Hogan-Rao
Schofield School Library Assistant
[Quoted text hidden]

Dedra Moore <moored@wellesleys.org>
To: Charmie Curry <curryc@wellesleys.org>

Mon, Dec 7, 2020 at 2:12 PM

Thanks Charmie!

On Mon, Dec 7, 2020 at 2:05 PM Charmie Curry <curryc@wellesleys.org> wrote:
[Quoted text hidden]

--
Dedra Moore
Interim METCO Academic Coordinator
Wellesley Middle School, Ext. 3642
moored@wellesleys.org

[Quoted text hidden]



Charmie Curry <curryc@wellesleysps.org>

ALANA - 1st Wednesday and last Friday starting in Jan. 2021!

6 messages

Mon, Dec 7, 2020 at 2:05 PM

Charmie Curry <curryc@wellesleysps.org>

To: Charmie Curry <curryc@wellesleysps.org>, William Craft <craftw@wellesleysps.org>

Bcc: Altoria Magarie <magariea@wellesleysps.org>, Andrew Kelton <keltona@wellesleysps.org>, Ashley Abraham <abrahama@wellesleysps.org>, Astrid Mazariegos <mazariegosa@wellesleysps.org>, Aurelie Nkam <nkama@wellesleysps.org>, Barbara Barnett <barnettb@wellesleysps.org>, Bevin Hale <haleb@wellesleysps.org>, Brandon Cox <coxb@wellesleysps.org>, Carla Lumley <lumleyc@wellesleysps.org>, Cira Bagwell <bagwellc@wellesleysps.org>, Cristina Alvaro Sanchez <alvarosanchez@wellesleysps.org>, Cynthia Russell <russellic@wellesleysps.org>, Dedra Moore <moored@wellesleysps.org>, Devin Ligon <ligond@wellesleysps.org>, Ellen Chu <chue@wellesleysps.org>, Erica Ayisi <ayisie@wellesleysps.org>, Gerardo Martinez <martinezg@wellesleysps.org>, Gizela Gizelle Lev <levg@wellesleysps.org>, "gutierrezj@wellesleysps.org" <gutierrezj@wellesleysps.org>, Jacqueline Katz <katzj@wellesleysps.org>, Jenna Stacy <stacyj@wellesleysps.org>, Jessica Lau <lauj@wellesleysps.org>, Jonathan Martinez <martinezj@wellesleysps.org>, Jordan Freeman <freemanj@wellesleysps.org>, Karen Sarmiento <sarmientok@wellesleysps.org>, Kevin Tan <tank@wellesleysps.org>, Luz Barrientos <barrientosl@wellesleysps.org>, Margaret Hogan-Rao <hoganraom@wellesleysps.org>, Mark Ito <itom@wellesleysps.org>, Megan Conroy <conroy@wellesleysps.org>, Yihong Xu <xuy@wellesleysps.org>, William Craft <craftw@wellesleysps.org>, "Cobb, Wen" <wcobb@wellesleyma.gov>, Wei Kwan Leung <leungw@wellesleysps.org>, Stephanie Lewis <lewiss@wellesleysps.org>, Stephanie DeOliveira <deoliveiras@wellesleysps.org>, Shima Khan <khans@wellesleysps.org>, Sherry Ly <lys@wellesleysps.org>, Sarah Wong <wongs@wellesleysps.org>, Ruth Ortiz Collazo <ortizcollazor@wellesleysps.org>, Roxanne Scott <scottr@wellesleysps.org>, Robyn Rease <reaser@wellesleysps.org>, Ranjani Sriram <sriramr@wellesleysps.org>, ortizr@wellesleysps.org, Natasha Goddard <goddardn@wellesleysps.org>, Min Zhou <zhoum@wellesleysps.org>

Hello friends!

Thank you for completing the preference survey. About half of us completed the survey. Most of us selected the first Wednesday and the last Friday of the month as good, consistent meeting times to ensure we have two times a month on the calendar. The time selected by most was 3:30-4:30.

So, we will go ahead and schedule our meetups for the 1st Wed. and last Friday of each month, 3:30-4:30! This way, we can have two opportunities to connect to continue to build our community. *We will share calendar invites!*

Again, if you haven't already done so, please feel free to add your name to the directory!

Warmly,
Charmie

--

Charmie R. Curry, EdD (she/her)

Director of Diversity, Equity & Inclusion

Wellesley Public Schools

40 Kingsbury Street

Wellesley, MA 02481

Phone: 781-446-6210 ext. 5827**Website:** www.wellesleysps.org/dei**Twitter:** @WellesleyDEI

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Address not found

Your message wasn't delivered to **gutierrezj@wellesleys.org** because the address couldn't be found, or is unable to receive mail.

[LEARN MORE](#)

The response was:

The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/answer/6596>

Final-Recipient: rfc822; gutierrezj@wellesleys.org

Action: failed

Status: 5.0.0

Diagnostic-Code: smtp; The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/answer/6596>

Last-Attempt-Date: Mon, 07 Dec 2020 11:05:17 -0800 (PST)

----- Forwarded message -----

From: Charmie Curry <curryc@wellesleys.org>

To: Charmie Curry <curryc@wellesleys.org>, William Craft <craftw@wellesleys.org>

Cc:

Bcc: gutierrezj@wellesleys.org

Date: Mon, 7 Dec 2020 14:05:05 -0500

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Peggy Hogan-Rao

Schofield School Library Assistant

[Quoted text hidden]

Dedra Moore <moored@wellesleysps.org>
To: Charmie Curry <curryc@wellesleysps.org>

Mon, Dec 7, 2020 at 2:12 PM

Thanks Charmie!

On Mon, Dec 7, 2020 at 2:05 PM Charmie Curry <curryc@wellesleysps.org> wrote:
[Quoted text hidden]

--
Dedra Moore
Interim METCO Academic Coordinator
Wellesley Middle School, Ext. 3642
moored@wellesleysps.org

[Quoted text hidden]

January 2021



Charmie Curry <curryc@wellesleyps.org>

Listening Session for Black + Brown Students/Alumni

3 messages

Charmie Curry <curryc@wellesleyps.org>
To: Mark Ito <itom@wellesleyps.org>, Jamie Chisum <chisumj@wellesleyps.org>
Cc: Cynthia Russell <russellic@wellesleyps.org>

Mon, Jan 25, 2021 at 4:46 PM

Hi Jamie and Mark,
Hope you are both well, and your week is off to a good start!
I want to put this on your radar just as an FYI. On 2/10, we are hosting a listening session for our Black and Brown students and alumni. The purpose of this session is to hear from students about their experiences as students in WPS and also to host a reflection space to moderate thoughts around the current racial climate in our nation.

Last year, we heard a lot from students about the need to intentionally create spaces for this type of active listening that contributes to students' sense of belonging in the WPS community. *This session is responding to this need and will be for students and alumni only.* We are working with Dr. Olivia Moorehead-Slaughter, a notable Black psychologist (who led our summer PD on racial identity development), who will facilitate the time for students. Please see below the write up that will go to students/alumni.

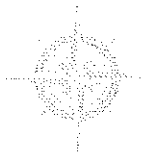
I am asking that you please share this info with your teams: department leaders, guidance counselors, assistant principals so that this message gets to our students. *A personal note might be most effective!* The more targeted our message, the more likely students are to respond. We are sending to our Boston students directly, and some specific student groups.

Thanks so much for your assistance! Please let me know if you have any specific questions!

Warmly,
Charmie

Charmie R. Curry, EdD (she/her)
Director of Diversity, Equity & Inclusion
Wellesley Public Schools
40 Kingsbury Street
Wellesley, MA 02481
Phone: 781-446-6210 ext. 5827
Website: www.wellesleyps.org/dei
Twitter: @WellesleyDEI

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Wellesley Black@ Listening Space for Current Students and Alums.pdf
147K

Mark Ito <itom@wellesleysps.org>
To: Charmie Curry <curryc@wellesleysps.org>

Tue, Jan 26, 2021 at 1:37 PM

Hi, Charmie, thanks for the message. Is this session for 6, 7 and 8th graders? Thanks! Best, Mark
[Quoted text hidden]

--
Mark T. Ito, Ed.D.
Principal, Wellesley Middle School
781-446-6235 x3604
[Quoted text hidden]

Charmie Curry <curryc@wellesleysps.org>
To: Mark Ito <itom@wellesleysps.org>

Tue, Jan 26, 2021 at 2:26 PM

Hi Mark,
thanks for checking! YES! Thanks so much.

Kindly,
Charmie
[Quoted text hidden]



Charmie Curry <curryc@wellesleyps.org>

Black + Brown @Wellesley Listening Session

1 message

WPS Office of Diversity, Equity & Inclusion <dei@wellesleyps.org>

Tue, Jan 26, 2021 at 9:15 AM

To: DEI Office <dei@wellesleyps.org>

Bcc: [Redacted]

Dear WPS Students and Alumni of Color,

We hope this email finds you well, and in good health and spirits.

The Wellesley Public Schools' Office of Diversity, Equity & Inclusion and Wellesley METCO invite you to join a listening space for Black and Brown students and alumni who want to connect around their reflections on their experiences in the Wellesley Public Schools and Wellesley community, and other salient topics related to the current racial climate in our nation. This time is set aside to amplify student/alumni voices to be a catalyst for the important change that needs to come to ensure the flourishing of current and future WPS students of color. At a time when racial tension, anti-black sentiment, and division in our country remains high, these spaces are important for speaking to one's experience and for hearing to learn how together we can make meaningful and sustainable change for students.

The listening session will be facilitated by Dr. Olivia Moorehead-Slaughter .

Date: February 10, 2021

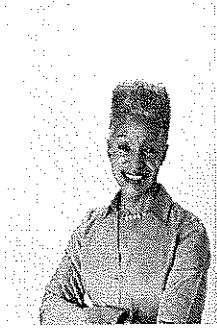
Time: 6-7:30 p.m. via Zoom

Please use this form to RSVP so you can receive the Zoom link.

Speaker Bio

Dr. Olivia Moorehead-Slaughter is a licensed Clinical Psychologist with over 30 years of experience working with children, adolescents, and families, as well as adults across a range of settings including outpatient mental health clinics, schools, child care centers, juvenile and probate courts, community health centers, and social service agencies. Dr. Moorehead-Slaughter is the former Chair of the Massachusetts Board of Licensure for Psychologists and the American Psychological Association (APA) Ethics Committee. She is Past President of APA's Division 35 (The Society for the Psychology of Women) and in 2014, she received the Div. 35 Bonnie A. Strickland and Jessica Henderson Daniel Distinguished Mentoring Award. Dr. Moorehead-Slaughter is the former Chair of the APA Board for the Advancement of Psychology in the Public

Interest (BAPPI) and a former member of the APA Board of Educational Affairs (BEA). She has a private consulting practice which includes working with faculty and administrators in independent schools throughout the country on issues related to diversity, equity, and inclusion; clinical consultation, presentations, and workshops. Dr. Moorehead-Slaughter is the Psychologist at The Park School (a pre-kindergarten through grade eight independent school) in Brookline, Massachusetts. She is a senior faculty consultant at the Center for Multicultural Training in Psychology at Boston University School of Medicine and Boston Medical Center.





Charmie Curry <curryc@wellesleyps.org>

Wellesley Black@ Listening Space for Current Students and Alums

1 message

Wellesley METCO <metco@wellesleyps.org>
Cc: METCO Team <metco@wellesleyps.org>

Wed, Jan 27, 2021 at 2:26 PM

Black + Brown @Wellesley Listening Session for Current Students and Alumni

The Wellesley Public Schools' Office of Diversity, Equity & Inclusion and Wellesley METCO invite you to join a listening space for Black and Brown students and alumni who want to connect around their reflections on their experiences in the Wellesley Public Schools and Wellesley community, and other salient topics related to the current racial climate in our nation. This time is set aside to amplify student voices to be a catalyst for the important change that needs to come to ensure the flourishing of current and future students of color. At a time when racial tension, anti-Black sentiment, and division in our country remains high, these spaces are important for speaking to one's experience and for hearing to learn how together we can make meaningful and sustainable change for students.

The listening session will be facilitated by Dr. Olivia Moorehead-Slaughter and for students/alumni only.

Date: February 10, 2021

Time: 6-7:30 p.m. via Zoom

Please use this form to RSVP so you can receive the Zoom link.

Speaker Bio



Dr. Olivia Moorehead-Slaughter is a licensed Clinical Psychologist with over 30 years of experience working with children, adolescents, and families, as well as adults across a range of settings including outpatient mental health clinics, schools, child care centers, juvenile and probate courts, community health centers, and social service agencies. Dr. Moorehead-Slaughter is the former Chair of the Massachusetts Board of Licensure for Psychologists and the American Psychological Association (APA) Ethics Committee. She is Past President of APA's Division 35 (The Society for the Psychology of Women) and in 2014, she received

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Charmie R. Curry, EdD (she/her)

Director of Diversity, Equity & Inclusion

Wellesley Public Schools

40 Kingsbury Street

Wellesley, MA 02481

Phone: 781-446-6210 ext. 5827

Website: www.wellesleyyps.org/dei

Twitter: @WellesleyDEI

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Charmie Curry <curryc@wellesleyps.org>

Black + Brown@Wellesley Listening Session for Students/Alums

3 messages

Charmie Curry <curryc@wellesleyps.org>
To: Natasha Goddard <goddardn@wellesleyps.org>

Thu, Jan 28, 2021 at 11:57 AM

Tasha,
Hope you're having a good day!
Do you mind sharing the below with your Black + Brown students, and encourage students to attend on 2/10. We just need them to RSVP by filling out the form, so we can send the Zoom link.
Thanks so much!
Kindly,
Charmie

Dear WPS Students and Alumni of Color,

We hope this email finds you well, and in good health and spirits.

The [Wellesley Public Schools' Office of Diversity, Equity & Inclusion](#) and [Wellesley METCO](#) invite you to join a listening space for Black and Brown students and alumni who want to connect around their reflections on their experiences in the Wellesley Public Schools and Wellesley community, and other salient topics related to the current racial climate in our nation. This time is set aside to amplify student/alumni voices to be a catalyst for the important change that needs to come to ensure the flourishing of current and future WPS students of color. At a time when racial tension, anti-black sentiment, and division in our country remains high, these spaces are important for speaking to one's experience and for hearing to learn how together we can make meaningful and sustainable change for students.

The listening session will be facilitated by [Dr. Olivia Moorehead-Slaughter](#).

Date: February 10, 2021

Time: 6-7:30 p.m. via Zoom

Please use this form to [RSVP](#) so you can receive the Zoom link.

Speaker Bio

Dr. Olivia Moorehead-Slaughter is a licensed Clinical Psychologist with over 30 years of experience working with children, adolescents, and families, as well as adults across a range of settings including outpatient mental health clinics, schools, child care centers, juvenile and probate courts, community health centers, and social service agencies. Dr. Moorehead-Slaughter is the former Chair of the Massachusetts Board of Licensure for Psychologists and the American Psychological Association (APA) Ethics Committee. She is Past President of APA's Division 35 (The Society for the Psychology of Women) and in 2014, she received the Div. 35 Bonnie A. Strickland and Jessica Henderson Daniel Distinguished Mentoring Award. Dr. Moorehead-Slaughter is the former Chair of the APA Board for the Advancement of Psychology in the Public Interest (BAPPI) and a former member of the APA Board of Educational Affairs (BEA). She has a private consulting practice which includes working with faculty and administrators in independent schools throughout the country on issues related to diversity, equity, and inclusion; clinical consultation, presentations, and workshops. Dr. Moorehead-Slaughter is the Psychologist at The Park School (a pre-kindergarten through grade eight independent school) in Brookline, Massachusetts. She is a senior faculty consultant at the Center for Multicultural Training in Psychology at Boston University School of Medicine and Boston Medical Center.



Charmie R. Curry, EdD (she/her)

Director of Diversity, Equity & Inclusion

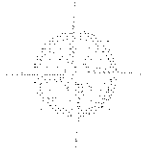
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Natasha Goddard <goddardn@wellesleyps.org>
To: Charmie Curry <curryc@wellesleyps.org>

Thu, Jan 28, 2021 at 12:28 PM

Hey woman,
I'm happy to. Shall I send it to their parents as well?
Tasha

Natasha Goddard
English Department Head
8th grade English Teacher
Wellesley Middle School
(781) 446-6235
X3629

[Quoted text hidden]

Charmie Curry <curryc@wellesleyps.org>
To: Natasha Goddard <goddardn@wellesleyps.org>

Thu, Jan 28, 2021 at 12:30 PM

Yes! That would be great. Thanks so much 😊

[Quoted text hidden]

February 2021



Charmie Curry <curryc@wellesleysps.org>

ALANA

7 messages

curryc@wellesleysps.org <curryc@wellesleysps.org>

Mon, Feb 1, 2021 at 8:57 AM

Reply-To: curryc@wellesleysps.org

Good morning!

Hope you're keeping well at the start of a new week. Just a reminder that we will gather this Wed. @ 3:30 p.m. Thanks for RSVP'ing if you can make it.

Peace,
Charmie

ALANA

When Wed Feb 3, 2021 3:30pm – 4:30pm Eastern Time - New York

Joining info Join Zoom Meeting
wellesleysps.zoom.us/j/8142912528... (ID: 81429125284, password: 7rv1mhs8)

Joining instructions

Joining notes Passcode: 7rv1mhs8

Who (Guest list has been hidden at organizer's request)

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Margaret Hogan-Rao <hoganraom@wellesleysps.org>

Mon, Feb 1, 2021 at 8:59 AM

To: Charmie Curry <curryc@wellesleysps.org>

Hi Charmie,

I deliver baked goods to a food pantry in Boston every Wednesday around 3, so I won't be back home until 4. Could I join in the Zoom meeting a little late? I will probably get home from the Allston-Brighton Food Pantry around 345 hopefully.

I am baking brownies this week.

Thanks,
Peggy
[Quoted text hidden]

Natasha Goddard <goddardn@wellesleysps.org>

Mon, Feb 1, 2021 at 11:43 AM

To: Charmie Curry <curryc@wellesleysps.org>

I plan on being there!!

Natasha Goddard
English Department Head
8th grade English Teacher
Wellesley Middle School

(781) 446-6235
X3629

On Mon, Feb 1, 2021 at 8:57 AM <curryc@wellesleysps.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Andrew Kelton <keltona@wellesleysps.org>
To: Charmie Curry <curryc@wellesleysps.org>

Mon, Feb 1, 2021 at 2:22 PM

I'm happy to try to make it. Thank you for the reminder.
Be well,
Drew

Andrew Kelton, Assistant Principal
Phillips House
Wellesley High School

On Mon, Feb 1, 2021 at 8:57 AM <curryc@wellesleysps.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Ranjani Sriram <sriramr@wellesleysps.org>
To: Charmie Curry <curryc@wellesleysps.org>

Tue, Feb 2, 2021 at 6:36 AM

I'll be there! Thanks and stay warm!

Take care and stay healthy,



Ranjani Sriram
Instructional Technology Specialist
Wellesley High School ext. 4644
WHS Tech Survival Padlet
WHS Staff Information

On Mon, Feb 1, 2021 at 8:57 AM <curryc@wellesleysps.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Roxanne Scott <scottr@wellesleysps.org>
To: Charmie Curry <curryc@wellesleysps.org>

Tue, Feb 2, 2021 at 1:15 PM

I should be able to make it to the "gathering".

Roxanne
Roxanne D. Scott
Library Teacher (M, W, R, F)
Hunnewell Elementary School
28 Cameron Street

Wellesley, MA 02482

Upham Elementary School
Library Teacher (M, T)
35 Wynnewood Road
Wellesley Hills, MA 02481

scottr@wellesleys.org
<https://sites.google.com/wellesleys.org/hunnewellschoollibrary>
781-446-6275 ext. 2418 - Hunnewell
781-263-1510 ext. 2722 - Upham

On Mon, Feb 1, 2021 at 8:57 AM <curryc@wellesleys.org> wrote:

[Quoted text hidden]

[Quoted text hidden]

Sarah Wong <wongs@wellesleys.org>
To: Charmie Curry <curryc@wellesleys.org>

Wed, Feb 3, 2021 at 11:19 AM

Hi Charmie,

I will be there, but will have to leave at around 4:05 for a work commitment.

Best,
Sarah

On Mon, Feb 1, 2021 at 8:57 AM <curryc@wellesleys.org> wrote:

[Quoted text hidden]

[Quoted text hidden]



Charmie Curry <curryc@wellesleyps.org>

Diversity, Equity & Inclusion Updates

1 message

Office of Diversity, Equity & Inclusion <noreply@wellesleyps.org>
Reply-To: "Office of Diversity, Equity & Inclusion" <noreply@wellesleyps.org>
To: curryc@wellesleyps.org

Thu, Feb 4, 2021 at 4:16 PM

Dear colleagues,

“Those who have no record of what their forebears have accomplished lose the inspiration which comes from the teaching of biography and history.” If we were Jeopardy! contestants responding to a category called “Quotations”, we might respond:

Who is _____? If you were thinking Dr. Carter G. Woodson, you would be correct! It was the author and historian who first introduced the idea of Negro History Week in 1926 to underscore the importance of Blacks knowing their rich history.

Black History *is* American history, or is it? Scholar LaGarrett King (University of Missouri) agrees with this statement to a point, but argues that an integrated model to Black history gives only an illusion of inclusion in the overall American narrative. King gives an example to illustrate his argument: While July 4th is celebrated as Independence Day, for instance, in 1776, roughly 20% of the population was still enslaved! Yet, 1776 is the predominant narrative, overtaking Juneteenth or National Freedom Day, which don't get nearly the same treatment in history books. More, King discusses the 1954 Brown v. Board of Education decision which is often heralded as a key decision in the fight for integration in U.S. schools. Yet a clause in the ruling made it easier for some states and school districts to not adhere to the ruling, which had an adverse impact on Black students and many black educators who lost jobs. *You can read more from King's work at the link below.*

Similarly, we can appreciate this take from Learning For Justice (*formerly Teaching Tolerance*), which asks us how we can “go beyond trauma and struggle” when we discuss Black history, “to examine the liberation, civic engagement, creativity and intersecting identities of Black people during Black History Month.” We would add - all year?! For instance, we don't have to wait until February to discuss Fannie Lou Hamer's contributions to voting and women's rights, Katherine Johnson's brilliance as a NASA mathematician, or the bravery of Toussaint L'Ouverture in fighting to liberate Haiti!

This year's Black History Month theme is: The Black Family: Representation, Identity, and Diversity. Did you know that the Association for the Study of African American Life and History (with Dr. Woodson's help) has been designating a specific theme for BHM since 1928?

Black + Brown@Wellesley Listening Session for Students and Alums

The Office of Diversity, Equity & Inclusion and Wellesley METCO is hosting a listening space for Black and Brown students and alumni who want to connect around their reflections on their experiences in the Wellesley Public Schools and Wellesley community, and other salient topics related to the current racial climate in our nation.

The listening session will be facilitated by psychologist Dr. Olivia Moorehead-Slaughter on **2/10, 6 p.m.** (Zoom) and is **for current students (Gr. 6-12) and alumni only**. *Please share with your students and any alumni you know who may be interested!*

Current students and alumni may use this form to RSVP in order to receive the Zoom link.

WHAT WE'RE READING:

Reading, Writing And Racism: Disrupting Whiteness in Teacher Education and in the Classroom, by Bree Picower

Putting Harriet Tubman on the \$20 Bill Is Not A Sign of Progress, in *TIME Magazine*

Black History Is Not American History: Toward a Framework of Black Historical Consciousness, in *Social Education*

Weaving Social Justice Into Science Instruction, in *Edutopia*

A Simple Way to Self-Monitor for Bias, in *Edutopia*

"The Science of Talking in Class", in *The Hechinger Report*

WHAT WE'RE LISTENING TO/WATCHING:

Black Boys Film - Streaming FREE on Peacock

YOU DON'T WANT TO MISS THIS!:

2/9, 6-7:30 p.m. *Boston Public Library Lowell Lecture: Sybrina Fulton - We Are All Trayvon*

The Boston Public Library welcomes author Sybrina Fulton, mother of Trayvon Martin, for an online conversation moderated by BPL President David Leonard. [Register](#)

2/16, 3-4:30 p.m. *Boston Museum of Fine Arts: 'A Most Beautiful Thing' Film Screening*

Join the Boston MFA for a film screening and Q&A of "[A Most Beautiful Thing](#)." 3:00-4:00pm | Virtual Panel Discussion; 4:00-4:30pm | Live Q&A with Mary Mazzio and Arshay Cooper. [Register](#)

2/18, 4 p.m. *Hair Love: Building a Legacy Through Representation with Matthew A. Cherry*

Join a conversation with Matthew A. Cherry, writer and director of the Academy Award-winning animated short film, *Hair Love*, as we explore his inspiration for the project and the powerful message behind it. Made possible by a Kickstarter campaign, the acclaimed piece centers on the uplifting and emotional journey of an African American father learning to style his daughter's natural hair. After a viewing of this heartwarming seven-minute film, American Family Insurance chief of staff, Tyler Whipple, will talk with Cherry about his journey from NFL wide receiver to writer, director and producer. They'll also discuss the power of representation, the film's purpose-led storyline and how the *Hair Love* legacy will continue to unfold. [Register](#)

For a full listing of events happening this Black History Month, check out our curated list [here](#).

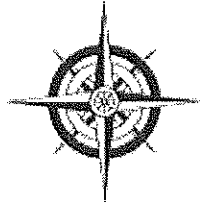
Office of Diversity, Equity & Inclusion

781-446-6210 ;5827 • dei@wellesleyps.org

wellesleyps.org/dei

Follow on Twitter @WellesleyDEI

Dr. Charmie Curry, Director • Carla Lumley, Secretary



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If you need to update your email address or phone number, please contact the secretary at your child's school.

SchoolMessenger is a notification service used by the nation's leading school systems to connect with parents, students and staff through voice, SMS text, email, and social media.



Charmie Curry <curryc@wellesleyps.org>

Black + Brown@Wellesley Listening Session

2 messages

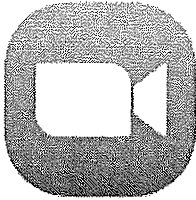
WPS Office of Diversity, Equity & Inclusion <dei@wellesleyps.org>
 To: DEI Office <dei@wellesleyps.org>, Metco <metco@wellesleyps.org>

Tue, Feb 9, 2021 at 3:13 PM

Bcc:

Dear WPS student/alumni,

thank you for RVSPing to the listening session scheduled for Wednesday, Feb. 10, 2021, @ 6 p.m. via Zoom. Below is the Zoom link.



Join Zoom Meeting
 ID: 82570162205

If you have any questions on the day of, please email dei@wellesleyps.org OR metco@wellesleyps.org and we will be glad to help! We look forward to seeing you tomorrow.

Best,
 The Office of DE&I and Wellesley METCO

Charmie Curry <curryc@wellesleyps.org>
 To: Natasha Goddard <goddardn@wellesleyps.org>

Tue, Feb 9, 2021 at 3:16 PM

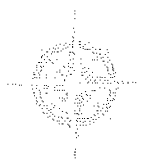
Hi Tasha,
 enclosed is the link for tomorrow's listening session if you're still available to join. Hope you're having a good day!

Charmie

[Quoted text hidden]

Charmie R. Curry, EdD (she/her)
 Director of Diversity, Equity & Inclusion
 Wellesley Public Schools
 40 Kingsbury Street
 Wellesley, MA 02481
Phone: 781-446-6210 ext. 5827
Website: www.wellesleyps.org/dei
Twitter: @WellesleyDEI

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Charmie Curry <curryc@wellesleyps.org>

Black + Brown @Wellesley Listening Session TONIGHT @ 6 p.m. via ZOOM

5 messages

WPS Office of Diversity, Equity & Inclusion <dei@wellesleyps.org>

Wed, Feb 10, 2021 at 10:32 AM

To: DEI Office <dei@wellesleyps.org>

Bcc: [REDACTED]

Dear WPS Students and Alumni of Color,

We hope this email finds you well, and in good health and spirits.

The Wellesley Public Schools' Office of Diversity, Equity & Inclusion and Wellesley METCO invite you to join a listening space for Black and Brown students and alumni who want to connect around their reflections on their experiences in the Wellesley Public Schools and Wellesley community, and other salient topics related to the current racial climate in our nation. This time is set aside to amplify student/alumni voices to be a catalyst for the important change that needs to come to ensure the flourishing of current and future WPS students of color. At a time when racial tension, anti-black sentiment, and division in our country remains high, these spaces are important for speaking to one's experience and for hearing to learn how together we can make meaningful and sustainable change for students.

The listening session will be facilitated by Dr. Olivia Moorehead-Slaughter.

Date: February 10, 2021

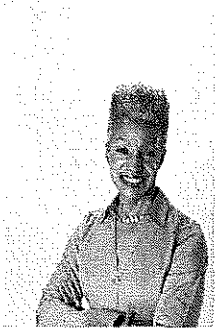
Time: 6-7:30 p.m. via Zoom

Please use this form to RSVP so you can receive the Zoom link.

Speaker Bio

Dr. Olivia Moorehead-Slaughter is a licensed Clinical Psychologist with over 30 years of experience working with children, adolescents, and families, as well as adults across a range of settings including outpatient mental health clinics, schools, child care centers, juvenile and probate courts, community health centers, and social service agencies. Dr. Moorehead-Slaughter is the former Chair of the Massachusetts Board of Licensure for Psychologists and the American Psychological Association (APA) Ethics Committee. She is Past President of APA's Division 35 (The Society for the Psychology of Women) and in 2014, she received the Div. 35 Bonnie A. Strickland and Jessica Henderson Daniel Distinguished Mentoring Award. Dr. Moorehead-Slaughter is the former Chair of the APA Board for the Advancement of Psychology in the Public Interest (BAPPI) and a former member of the APA Board of Educational Affairs (BEA). She has a private consulting practice which includes working with faculty and administrators in independent schools throughout the country on issues related to diversity, equity, and inclusion; clinical consultation,

presentations, and workshops. Dr. Moorehead-Slaughter is the Psychologist at The Park School (a pre-kindergarten through grade eight independent school) in Brookline, Massachusetts. She is a senior faculty consultant at the Center for Multicultural Training in Psychology at Boston University School of Medicine and Boston Medical Center.



WPS Office of Diversity, Equity & Inclusion <dei@wellesleysps.org>
 To: Andrew Kelton <keltona@wellesleysps.org>, William Craft <craftw@wellesleysps.org>

Wed, Feb 10, 2021 at 2:31 PM

Hi there Drew and Bill!

I'm hoping you saw this at the school level! But, I'm hoping you may be able to make it tonight to be listeners and as alums of WPS. Let me know if that's a possibility and I'll send the link forward...Sorry for my late check in, as it just dawned on me this morning that you are both alums, and you may want to be present. Dr. Moorehead-Slaughter will facilitate for us, and we (the BIPOC faculty/staff) will just be flies on the wall taking notes as we hear from students.

Peace,
 Charmie

----- Forwarded message -----

From: **WPS Office of Diversity, Equity & Inclusion** <dei@wellesleysps.org>
 Date: Wed, Feb 10, 2021 at 10:32 AM
 Subject: Black + Brown @Wellesley Listening Session TONIGHT @ 6 p.m. via ZOOM
 To: DEI Office <dei@wellesleysps.org>

Dear WPS Students and Alumni of Color,

We hope this email finds you well, and in good health and spirits.

The Wellesley Public Schools' Office of Diversity, Equity & Inclusion and Wellesley METCO invite you to join a listening space for Black and Brown students and alumni who want to connect around their reflections on their experiences in the Wellesley Public Schools and Wellesley community, and other salient topics related to the current racial climate in our nation. This time is set aside to amplify student/alumni voices to be a catalyst for the important change that needs to come to ensure the flourishing of current and future WPS students of color. At a time when racial tension, anti-black sentiment, and division in our country remains high, these spaces are important for speaking to one's experience and for hearing to learn how together we can make meaningful and sustainable change for students.

The listening session will be facilitated by Dr. Olivia Moorehead-Slaughter and is for students/alums only.

[Quoted text hidden]

William Craft <craftw@wellesleyps.org>
To: "WPS Office of Diversity, Equity & Inclusion" <dei@wellesleyps.org>
Cc: Andrew Kelton <keltona@wellesleyps.org>

Wed, Feb 10, 2021 at 4:14 PM

Hi Charmie,
I had not heard about this. If you don't mind sending the link that would be great! I am not sure at what time I will be home, but I may be able to listen in from the car. Wow, this will be impactful!

Thank you,
Bill

[Quoted text hidden]

[Quoted text hidden]

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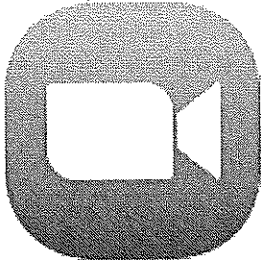
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WPS Office of Diversity, Equity & Inclusion <dei@wellesleyps.org>

Wed, Feb 10, 2021 at 4:40 PM

To: William Craft <craftw@wellesleyps.org>
Cc: Andrew Kelton <keltona@wellesleyps.org>

Oh no, Bill! I had shared it a few weeks ago with Mark to send out. Here's the link:



Join Zoom Meeting
ID: 82570162205

Hope you can make it! Thanks so much for checking in.

Warmly,
Charmie

[Quoted text hidden]

Andrew Kelton <keltona@wellesleyps.org>
To: "WPS Office of Diversity, Equity & Inclusion" <dei@wellesleyps.org>

Wed, Feb 10, 2021 at 5:52 PM

Hi Charmie,
I will try and make it. Thank you for the reminder.
Be well,

Drew

Andrew Kelton, Assistant Principal
Phillips House
Wellesley High School

[Quoted text hidden]



Charmie Curry <curryc@wellesleyps.org>

Job Complete: Black + Brown@Wellesley Listening Session

1 message

SchoolMessenger <autoreport@system.schoolmessenger.com>
Reply-To: SchoolMessenger <autoreport@system.schoolmessenger.com>
To: curryc@wellesleyps.org

Mon, Feb 8, 2021 at 10:54 AM

This is an email letting you know that your job, Black + Brown@Wellesley Listening Session, is complete. Please see the attached report for more information.

DO NOT REPLY: This is an automatically generated email. Please do not send a reply message.

 **report.pdf**
28K



Charmie Curry <curryc@wellesleyps.org>

ALANA

8 messages

curryc@wellesleyps.org <curryc@wellesleyps.org>
Reply-To: curryc@wellesleyps.org

Wed, Feb 24, 2021 at 1:37 PM

Hello friends!

We have this time scheduled for an informal drop in. Some of us were looking for an additional time to just hang together. We'll have our time next week as well...RSVP to let us know you're coming so we can open the Zoom. No problem if plans have changed...

Cheers,
Charmie

ALANA

When Fri Feb 26, 2021 3:30pm – 4:30pm Eastern Time - New York

Joining info Join Zoom Meeting
wellesleyps.zoom.us/j/8199633977... (ID: 81996339778, password: TG09Ebtr)

Joining instructions

Joining notes Passcode: TG09Ebtr

Who (Guest list has been hidden at organizer's request)

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Mail Delivery Subsystem <mailer-daemon@googlemail.com>
To: curryc@wellesleyps.org

Wed, Feb 24, 2021 at 1:37 PM



Address not found

Your message wasn't delivered to **gutierrezj@wellesleyps.org** because the address couldn't be found, or is unable to receive mail.

LEARN MORE

The response was:

The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/answer/6596>

Final-Recipient: rfc822; gutierrezj@wellesleyps.org

Action: failed

Status: 5.0.0

Diagnostic-Code: smtp; The email account that you tried to reach does not exist. Please try double-checking the recipient's email address for typos or unnecessary spaces. Learn more at <https://support.google.com/mail/answer/6596>

Last-Attempt-Date: Wed, 24 Feb 2021 10:37:04 -0800 (PST)

----- Forwarded message -----

From: curryc@wellesleyps.org

To:

Cc:

Bcc:

Date: Wed, 24 Feb 2021 18:37:03 +0000

Subject: ALANA

----- Message truncated -----

Margaret Hogan-Rao <hoganraom@wellesleysps.org>
To: Charmie Curry <curryc@wellesleysps.org>

Wed, Feb 24, 2021 at 1:45 PM

Hi Charmie,

I'll join in today and next week just to see friendly, caring, non-judgemental faces. As per most Wednesdays, I will be delivering baked goods to a food pantry and won't get home until close to 340. Sorry for being late to meetings, but I have a weekly obligation to feed the poor on my off-work time.

Best,
Peggy
[Quoted text hidden]

Charmie Curry <curryc@wellesleysps.org>
To: Margaret Hogan-Rao <hoganraom@wellesleysps.org>

Wed, Feb 24, 2021 at 1:47 PM

Hey Peggy!
No worries at all. Thanks for your thoughtfulness in always letting me know :-)
Hope you're doing well.
Warmly,
Charmie

[Quoted text hidden]

Charmie R. Curry, EdD (she/her)
Director of Diversity, Equity & Inclusion
Wellesley Public Schools
40 Kingsbury Street
Wellesley, MA 02481
Phone: 781-446-6210 ext. 5827
Website: www.wellesleysps.org/dei
Twitter: @WellesleyDEI

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Andrew Kelton <keltona@wellesleysps.org>
To: curryc@wellesleysps.org

Wed, Feb 24, 2021 at 3:01 PM

Unfortunately, I will not be able to attend. My family is dealing to with the passing of my dad's sister. Her going home celebration is Friday.

On Wed, Feb 24, 2021 at 1:37 PM <curryc@wellesleysps.org> wrote:

[Quoted text hidden]

Be well,
Drew

Andrew Kelton, Assistant Principal
Phillips House
Wellesley High School
[Quoted text hidden]

Mark Ito <itom@wellesleysps.org>
To: Charmie Curry <curryc@wellesleysps.org>

Fri, Feb 26, 2021 at 8:31 AM

5/24/2021

Wellesley Public Schools Mail - ALANA

I can't make it today, Charmie, but I appreciate the continued invites. Great meeting yesterday, too! Best, Mark

On Wed, Feb 24, 2021 at 1:37 PM <curryc@wellesleyps.org> wrote:
[Quoted text hidden]

--
Mark T. Ito, Ed.D.
Principal, Wellesley Middle School
781-446-6235 x3604
[Quoted text hidden]

Charmie Curry <curryc@wellesleyps.org>
To: Andrew Kelton <keltona@wellesleyps.org>

Fri, Feb 26, 2021 at 1:26 PM

Drew,
I'm sorry to hear of the death of your aunt. Thinking of you today as you all celebrate her life. Please take good care.
Warmly,
Charmie
[Quoted text hidden]

--
Charmie R. Curry, EdD (she/her)
Director of Diversity, Equity & Inclusion
Wellesley Public Schools
40 Kingsbury Street
Wellesley, MA 02481
Phone: 781-446-6210 ext. 5827
Website: www.wellesleyps.org/dei
Twitter: @WellesleyDEI

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[Quoted text hidden]

Charmie Curry <curryc@wellesleyps.org>
To: Mark Ito <itom@wellesleyps.org>

Fri, Feb 26, 2021 at 1:26 PM

Mark,
thanks for letting me know! I hope you have a nice weekend :-)
Kindly,
Charmie
[Quoted text hidden]

--
Charmie R. Curry, EdD (she/her)
Director of Diversity, Equity & Inclusion
Wellesley Public Schools
40 Kingsbury Street
Wellesley, MA 02481
Phone: 781-446-6210 ext. 5827
Website: www.wellesleyps.org/dei
Twitter: @WellesleyDEI

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[Quoted text hidden]

March 2021



Charmie Curry <curryc@wellesleyps.org>

Listening Session for Asian American Students

4 messages

Charmie Curry <curryc@wellesleyps.org>

Wed, Mar 3, 2021 at 9:17 AM

To: Ellen Chu <chue@wellesleyps.org>, Bevin Hale <haleb@wellesleyps.org>

Good morning Ellen and Bevin!

I hope you're both doing well today. I am writing to loop you into some planning I'm working on. This year, in an effort to amplify the voices of students, and BIPOC students in particular, I've had the opportunity to work with external facilitators to host listening sessions for students. In Feb. we had one for Black + Brown students and alums. We are aiming to host one specifically for Asian American students. This is an intentional effort to hear from our students in an affinity space, with facilitation from a vendor we've worked with in the past. In discussing plans with the vendor, she asked if there are some Asian American faculty who might join - just to listen in, and be a supporting presence for students. I'd love to hear your thoughts on this, and any other thinking you are willing to share.

Warmly,
Charmie

--

Charmie R. Curry, EdD (she/her)

Director of Diversity, Equity & Inclusion

Wellesley Public Schools

40 Kingsbury Street

Wellesley, MA 02481

Phone: 781-446-6210 ext. 5827**Website:** www.wellesleyps.org/dei**Twitter:** @WellesleyDEI

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Ellen Chu <chue@wellesleyps.org>

Wed, Mar 3, 2021 at 9:49 AM

To: Charmie Curry <curryc@wellesleyps.org>

Hi Charmie,

I hope you are staying healthy, well and warm!

This sounds great! I would love to participate. Would you like me to ask some other Asian American colleagues if they would be interested too? What will happen to the share outs? Do they get shared with the non-BIPOC teachers who really need to hear? When do you think this will happen?

I also want to thank you for offering the ALANA meet ups. I wish I could come to all of them.

Take good care and be well,

Ellen

[Quoted text hidden]

Ellen Chu

5/24/2021

Wellesley Public Schools Mail - Listening Session for Asian American Students

Library Teacher
Wellesley High School
50 Rice St.
Wellesley, MA 02481
(781) 446-6290
chue@wellesleyps.org

Pronouns: she/her/hers
Reading: Circe by Madeline Miller & The Three Keys by Kelly Yang
Just finished reading: The Magic Fish by Trung Le Nguyen
[Quoted text hidden]

Bevin Hale <haleb@wellesleyps.org>
To: Charmie Curry <curryc@wellesleyps.org>
Cc: Ellen Chu <chue@wellesleyps.org>

Wed, Mar 3, 2021 at 11:20 AM

I'd love to participate! Let me know what I can do to help.

Best,
Bevin

On Wed, Mar 3, 2021 at 9:17 AM Charmie Curry <curryc@wellesleyps.org> wrote:
[Quoted text hidden]
--

Bevin Hale
Grade 2
Sprague School

2BH Website
Math Games click on grade level
Math Words and Ideas click on grade level
Math Tools click on grade level
Clever (Dreambox) click on login with LDAP (grades 3-5) or login in with badge (grades K-2)
Seesaw
[Quoted text hidden]

Charmie Curry <curryc@wellesleyps.org>
To: Ellen Chu <chue@wellesleyps.org>

Wed, Mar 3, 2021 at 11:47 AM

Hi Ellen!

Yes, please share with other Asian American educators. There would be no work required - just need to show up to listen and support students. How we've done this is that the external facilitator leads the listening session. I take notes (anonymized, no attribution). We make it clear to students that what is said stays in the space, but I/my office will use the information to inform our equity efforts as it relates to teaching and learning. The information is used as data that speaks to the student experience, and I work to inform the district about it in a strategic manner. Does this make sense?

And yes, I hope to see you this afternoon if you're able :-)

Warmly,
Charmie
[Quoted text hidden]



Charmie Curry <curryc@wellesleysps.org>

Listening Session for Asian and Asian American Students

13 messages

WPS Office of Diversity, Equity & Inclusion <dei@wellesleysps.org>

Mon, Mar 15, 2021 at 11:19 AM

To: DEI Office <dei@wellesleysps.org>

Cc: DEI Office <dei@wellesleysps.org>

Bcc: Sharon Yee <yees@wellesleysps.org>, Siriphan Miller <millers@wellesleysps.org>, Minjung Kim <kimm@wellesleysps.org>, Yihong Xu <xuy@wellesleysps.org>, Malathy Prasannakumar <prasannakumarm@wellesleysps.org>, Sarah Wong <wongs@wellesleysps.org>, Kevin Tan <tank@wellesleysps.org>, Shima Khan <khans@wellesleysps.org>, Harmony Johnson <johnsonhj@wellesleysps.org>, Sonya Condro Lukitosari <lukitosaris@wellesleysps.org>, Jenna Stacy <stacyj@wellesleysps.org>, Willine Thoe <thoew@wellesleysps.org>, "Cobb, Wen" <cobbw@wellesleysps.org>, Lilly Liu <liul@wellesleysps.org>, Gizela Gizelle Lev <levg@wellesleysps.org>, Mark Ito <itom@wellesleysps.org>, Jessica Lau <lauj@wellesleysps.org>, Ranjani Sriram <sriramr@wellesleysps.org>, Ellen Chu <chue@wellesleysps.org>, Siuyung Rhonda Mah <mahs@wellesleysps.org>, Anuj Gautam <gautama@wellesleysps.org>, Mahima Shukla <shuklam@wellesleysps.org>, Sherry Ly <lys@wellesleysps.org>, Tee Thach-Hasan <thach-hasant@wellesleysps.org>

Dear colleagues,

We hope this email finds you well. We are writing to invite you to join a listening session for Asian and Asian American students in WPS, being hosted by our office, and scheduled for **Wed., April 14, 6:30-7:30 p.m.** via Zoom.

The Listening Session is an initiative of the Office of Diversity, Equity and Inclusion, created for the purpose of amplifying student voices. The DEI Office held its first affinity-based listening session this past February.

Please click this link to read more about the goals of April's session.

The facilitator has encouraged the attendance of faculty/staff of Asian descent to attend the session in solidarity with our students. The information gathered in this session will be shared with school leadership teams to then be communicated with educators.

We are also asking that you please spread the word in your school/department, encouraging student attendance. **The session is intended for students in grades 6-12.**

Thank you so much for your help! Please reach out to dei@wellesleysps.org for any questions.

Warmly,
The Office of DE&I

WPS Office of Diversity, Equity & Inclusion <dei@wellesleysps.org>

Mon, Mar 15, 2021 at 11:24 AM

To: William Craft <craftw@wellesleysps.org>

Hi Bill,

I hope you're doing well today and had a nice weekend! I am using you as a point of contact to please share the word with students in WMS!

Thanks so much,

Charmie

[Quoted text hidden]

WPS Office of Diversity, Equity & Inclusion <dei@wellesleysps.org>

Mon, Mar 15, 2021 at 12:19 PM

To: Jennifer Hannon <hannonj@wellesleysps.org>

Dear Jenn,

I hope you're doing well today! I am writing to you as a point of contact for an initiative out of my office. I recently shared with Mark (and he will be sharing widely at WMS). We are aiming to amplify student voices by hosting some affinity-based listening sessions. We held one in Feb. and are hosting another in April for Asian and Asian American students. Would you please share this opportunity with students? You can have students complete this form to RSVP.

Thanks so much for your help!

Kindly,
Charmie

ps. I saw your email regarding PD and will respond shortly!

----- Forwarded message -----

From: WPS Office of Diversity, Equity & Inclusion <dei@wellesleysps.org>

5/24/2021

Wellesley Public Schools Mail - Listening Session for Asian and Asian American Students

Date: Mon, Mar 15, 2021 at 11:19 AM
Subject: Listening Session for Asian and Asian American Students
To: DEI Office <dei@wellesleysps.org>
Cc: DEI Office <dei@wellesleysps.org>

[Quoted text hidden]

Mark Ito <itom@wellesleysps.org>
To: WPS-MS-Staff <wps-ms-staff@wellesleysps.org>

Mon, Mar 15, 2021 at 12:52 PM

Dear WMS Faculty,

Please share with your students as you see appropriate.

Thanks,
Mark

----- Forwarded message -----

From: WPS Office of Diversity, Equity & Inclusion <dei@wellesleysps.org>
Date: Mon, Mar 15, 2021 at 11:20 AM
Subject: Listening Session for Asian and Asian American Students
To: DEI Office <dei@wellesleysps.org>

[Quoted text hidden]

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--
Mark T. Ito, Ed.D.
Principal, Wellesley Middle School
781-446-6235 x3604

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Jennifer Hannon <hannonj@wellesleysps.org>
To: "WPS Office of Diversity, Equity & Inclusion" <dei@wellesleysps.org>

Tue, Mar 16, 2021 at 8:23 AM

Hi Charmie,

Thank you for thinking of me and my students. I am very excited that the district will have a space for Asian and Asian American students and families. I am very interested in what they share. I will definitely share this with my students. Mark has emailed the faculty, and I will continue to encourage other staff to share with their Asian and Asian American students as well.

Thank you again.
Jenn Hannon
ELL Teacher
Wellesley Middle School

pronouns: she/her/hers

[Quoted text hidden]

[Quoted text hidden]

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[Quoted text hidden]

Kyle Eichner <eichnerk@wellesleysps.org>
To: Mark Ito <itom@wellesleysps.org>, Charmie Curry <curryc@wellesleysps.org>
Cc: Jennifer Hannon <hannonj@wellesleysps.org>, Michele Gabrielson <gabrielsonm@wellesleysps.org>

Wed, Mar 17, 2021 at 7:10 AM

Hi Charmie,
We are so excited this is happening - this is so important, especially for this year.

Have students and/or families have gotten this email directly?
We were wondering if we reminding our kids or if we will need to tell them about it.

Thank you!
Kyle
[Quoted text hidden]

--
Kyle Eichner
7th Grade ELA
Cluster S website
781-446-6235 x.3330

Pronouns: she/her/hers

*In Wellesley, we are learning on the traditional land of the Massachusett people.
Know on whose land you are on at <https://native-land.ca/>*

Reading, writing, arithmetic are important only if they serve to make our children more human.
- Haim Ginott

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[Quoted text hidden]

Charmie Curry <curryc@wellesleyps.org>

Wed, Mar 17, 2021 at 9:39 AM

To: Kyle Eichner <eichnerk@wellesleyps.org>

Cc: Mark Ito <itom@wellesleyps.org>, Jennifer Hannon <hannonj@wellesleyps.org>, Michele Gabrielson <gabrielsonm@wellesleyps.org>

Morning everyone!

Kyle, thanks for your email. I've shared the email with principals and asked that it be shared with school-based teams. Unfortunately, I don't have access to student/parent emails disaggregated by demographic data to really hone in. So, I'm relying on teaching teams to communicate this opportunity to students directly. The facilitator asked that I reach out directly to Asian and Asian American faculty directly so they can be a resource in the session for the students, so I've done that also. If there are other ways you can think of to get the word out, directly to students, please let me know.

Thanks so much for your help!

Kindly,

Charmie

[Quoted text hidden]

Charmie R. Curry, EdD (she/her)

Director of Diversity, Equity & Inclusion

Wellesley Public Schools

40 Kingsbury Street

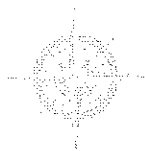
Wellesley, MA 02481

Phone: 781-446-6210 ext. 5827

Website: www.wellesleyps.org/dei

Twitter: @WellesleyDEI

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WPS Office of Diversity, Equity & Inclusion <dei@wellesleyps.org>

Wed, Mar 17, 2021 at 9:58 AM

To: Anne Higgins <higginsa@wellesleyps.org>

Dear Anne,

I hope you are keeping well today. I want to loop you into an initiative of our office. I sent the below email to Asian and Asian American faculty/staff as requested by our facilitator. I've subsequently been reaching out to our secondary leaders and district leaders to notify about this session. Thanks for sharing this info with your students.

Warmly,
Charmie

----- Forwarded message -----

From: WPS Office of Diversity, Equity & Inclusion <dei@wellesleysps.org>
Date: Mon, Mar 15, 2021 at 11:19 AM
Subject: Listening Session for Asian and Asian American Students
To: DEI Office <dei@wellesleysps.org>
Cc: DEI Office <dei@wellesleysps.org>
[Quoted text hidden]

WPS Office of Diversity, Equity & Inclusion <dei@wellesleysps.org>
To: Min Zhou <zhoum@wellesleysps.org>

Wed, Mar 17, 2021 at 10:00 AM

Morning Min,
I hope you're doing well. It looks like we accidentally missed your email on this message. Sharing with you now. We're excited about this opportunity and hope you can share with your Asian and Asian American students and encourage them to attend.
Warmly,
Charmie

----- Forwarded message -----

From: WPS Office of Diversity, Equity & Inclusion <dei@wellesleysps.org>
Date: Mon, Mar 15, 2021 at 11:19 AM
Subject: Listening Session for Asian and Asian American Students
To: DEI Office <dei@wellesleysps.org>
Cc: DEI Office <dei@wellesleysps.org>

[Quoted text hidden]

Anne Higgins <higginsa@wellesleysps.org>
To: "WPS Office of Diversity, Equity & Inclusion" <dei@wellesleysps.org>

Wed, Mar 17, 2021 at 10:26 AM

Sure thing! Thanks,
Anne

[Quoted text hidden]

[Quoted text hidden]

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--
Anne M. Higgins, M.Ed., J.D.

Director of English Language Learner Programs
Wellesley Public Schools
40 Kingsbury Street
Wellesley, Massachusetts 02481

Tel.: 781-446-6200

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You should scan this e-mail and any attached file for viruses. The sender does not accept liability for any loss or damage, whether caused by sender's negligence or not, that results from a computer virus or defect in the transmission of this e-mail or any other attached file.

[Quoted text hidden]

Min Zhou <zhoum@wellesleysps.org>
To: "WPS Office of Diversity, Equity & Inclusion" <dei@wellesleysps.org>

Wed, Mar 17, 2021 at 11:53 AM

Dear Charmie,

Thank you for the email. I will definitely share the information with my students. Thank you for organizing this event; it means a lot to our Asian American students in Wellesley Public Schools.

Best,

Min Zhou

Chinese Mandarin Teacher
Wellesley Middle School

[Quoted text hidden]

[Quoted text hidden]

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[Quoted text hidden]

5/24/2021

Wellesley Public Schools Mail - Listening Session for Asian and Asian American Students

William Craft <craftw@wellesleys.org>

Wed, Mar 17, 2021 at 5:30 PM

To: "WPS Office of Diversity, Equity & Inclusion" <dei@wellesleys.org>

Hi Charmie!

All good! You? We are overdue for a one to one. I am wrapping up three weeks of individual meetings with my 8th graders. I should be able to come up for air soon.

This is just great! I will spread the word.

Thank you,
Bill

[Quoted text hidden]

[Quoted text hidden]

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[Quoted text hidden]

Michele Gabrielson <gabrielsonm@wellesleys.org>

Thu, Mar 18, 2021 at 11:12 AM

To: Charmie Curry <curryc@wellesleys.org>

Cc: Kyle Eichner <eichnerk@wellesleys.org>, Mark Ito <itom@wellesleys.org>, Jennifer Hannon <hannonj@wellesleys.org>

Charmie,

Not sure if you're seeing the resources ELA and History departments are using, but the slides being used are including this information as well as the healing space being offered today.

Michele

[Quoted text hidden]

Michele Gabrielson, M.Ed

Grade 7 History

Cluster W

Gender Pronouns: she, her, hers (*what's this?*)

The only thing that changes the world is when someone gets the idea that love can abound, and that it can be shared." - Fred Rogers

[Quoted text hidden]



Charmie Curry <curryc@wellesleys.org>

Checking on you...

5 messages

Charmie Curry <curryc@wellesleys.org>

Wed, Mar 17, 2021 at 10:54 PM

To: Sarah Wong <wongs@wellesleys.org>, Bevin Hale <haleb@wellesleys.org>, "Cobb, Wen" <cobbw@wellesleys.org>, Ellen Chu <chue@wellesleys.org>, Gizela 'Gizelle' Lev <levg@wellesleys.org>, Jenna Stacy <stacyj@wellesleys.org>, Jessica Lau <lauj@wellesleys.org>, Kevin Tan <tank@wellesleys.org>, Mark Ito <itom@wellesleys.org>, Min Zhou <zhoum@wellesleys.org>, Ranjani Sriram <sriramr@wellesleys.org>, Sherry Ly <lys@wellesleys.org>, Shima Khan <khans@wellesleys.org>, Wei Kwan Leung <leungw@wellesleys.org>, Yihong Xu <xuy@wellesleys.org>

My ALANA fam,

thinking of you, and just wanting to check on you. It's been quite the last 24 hours. I am standing in solidarity with you as you, and other members of the wider AAPI community, walk through this moment in time. Please let me know how I can support you at this time.

In solidarity,

Charmie

--

Charmie R. Curry, EdD (she/her)

Director of Diversity, Equity & Inclusion

Wellesley Public Schools

40 Kingsbury Street

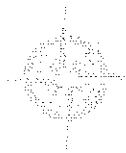
Wellesley, MA 02481

Phone: 781-446-6210 ext. 5827

Website: www.wellesleys.org/dei

Twitter: @WellesleyDEI

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Bevin Hale <haleb@wellesleys.org>

Thu, Mar 18, 2021 at 7:51 AM

To: Charmie Curry <curryc@wellesleys.org>

Hi Charmie,

Thanks for checking in. It means a lot to be seen and acknowledged. Hope you are well.

Best,
Bevin

Bevin Hale
Grade 2
Sprague School

2BH Website
Math Games click on grade level
Math Words and Ideas click on grade level
Math Tools click on grade level
Clever (Dreambox) click on login with LDAP (grades 3-5) or login in with badge (grades K-2)
Seesaw

[Quoted text hidden]

Cobb, Wen <wcobb@wellesleyma.gov>
To: Charmie Curry <curryc@wellesleys.org>

Thu, Mar 18, 2021 at 9:00 AM

Hi Charmie,
It is disheartening... it was obviously an Asian hate crime no matter what was said to the media. Honestly, I don't feel safe...
<https://youtu.be/RcrPgZz-9fo>
Cases like this happen everywhere now.

I am attending an up-stander training this Saturday. And I'm bringing it to the attention of Hopkinton Asian community. We can talk later today. I am getting ready for [REDACTED] and hopefully I'll see you in the senior staff meeting!

Thank you for being there for us...
Wen

Get Outlook for iOS

From: Charmie Curry <curryc@wellesleys.org>
Sent: Wednesday, March 17, 2021 10:54:27 PM
To: Sarah Wong <wongs@wellesleys.org>; Bevin Hale <haleb@wellesleys.org>; Cobb, Wen <cobbw@wellesleys.org>; Ellen Chu <chue@wellesleys.org>; Gizela 'Gizelle' Lev <levg@wellesleys.org>; Jenna Stacy <stacyj@wellesleys.org>; Jessica Lau <lauj@wellesleys.org>; Kevin Tan <tank@wellesleys.org>; Mark Ito <itom@wellesleys.org>; Min Zhou <zhoum@wellesleys.org>; Ranjani Sriram <sriramr@wellesleys.org>; Sherry Ly <lys@wellesleys.org>; Shima Khan <khans@wellesleys.org>; Wei Kwan Leung <leungw@wellesleys.org>; Yihong Xu <xuy@wellesleys.org>
Subject: Checking on you...

[**EXTERNAL EMAIL** : This message originated outside of the TOWN OF WELLESLEY mail system. **DO NOT CLICK** on links or open **attachments** unless you are sure the content is safe.]

[Quoted text hidden]

Wei Kwan Leung <leungw@wellesleys.org>
To: Charmie Curry <curryc@wellesleys.org>

Thu, Mar 18, 2021 at 10:27 AM

Thank you, Charmie! You are so kind and I KNOW you stand with us as we stand with you all. We are so lucky to have each other!!

Take care, Friend!
Jenny

On 3/17/21, Charmie Curry <curryc@wellesleys.org> wrote:
> My ALANA fam,
> thinking of you, and just wanting to check on you. It's been quite the last
> 24 hours. I am standing in solidarity with you as you, and other members of
> the wider AAPI community, walk through this moment in time. Please let me
> know how I can support you at this time.
>
> In solidarity,
> Charmie
>
> --
>
> *Charmie R. Curry, EdD (she/her)*
> Director of Diversity, Equity & Inclusion
> Wellesley Public Schools
> 40 Kingsbury Street
> Wellesley, MA 02481
> *Phone:* 781-446-6210 ext. 5827
> *Website*[: www.wellesleys.org/dei](http://www.wellesleys.org/dei)
> *Twitter*[@WellesleyDEI](https://twitter.com/WellesleyDEI)
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5/24/2021

Wellesley Public Schools Mail - Checking on you...

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> and delete all copies.____
>

--

Jenny Leung
Upham School--Gr.1
781-446-6285 Ext. 2713

--

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Ellen Chu <chue@wellesleysps.org>
To: Charmie Curry <curryc@wellesleysps.org>

Thu, Mar 18, 2021 at 11:55 AM

Thank you Charmie. Thank you for sending the resources as well.
Also, FYI, Ijeoma Oluo is speaking as part of the BC Virtual Lowell Series events: <https://www.bc.edu/content/bc-web/academics/sites/lowell-humanities-series/events.html> on March 24.
And there is a National Antiracist Book Festival at BU: <https://www.bu.edu/antiracism-center/narrative/national-antiracist-book-festival/>

Take good care and be well,

Ellen

On Wed, Mar 17, 2021 at 10:54 PM Charmie Curry <curryc@wellesleysps.org> wrote:
[Quoted text hidden]

--

Ellen Chu
Library Teacher
Wellesley High School
50 Rice St.
Wellesley, MA 02481
(781) 446-6290
chue@wellesleysps.org

Pronouns: she/her/hers
Reading: *Homeland Elegies* by Ayad Akhtar & *The Three Keys* by Kelly Yang
Just finished reading: *Circe* by Madeline Miller
[Quoted text hidden]



Charmie Curry <curryc@wellesleyps.org>

Healing Space

6 messages

WPS Office of Diversity, Equity & Inclusion <dei@wellesleyps.org>

Thu, Mar 18, 2021 at 6:55 AM

To: DEI Office <dei@wellesleyps.org>

Cc: DEI Office <dei@wellesleyps.org>

Bcc: WPS-HS-Staff <wps-hs-staff@wellesleyps.org>, WPS-MS-Staff <wps-ms-staff@wellesleyps.org>

Good morning!

The Office of DE&I will host a Healing Space for Asian and Asian American students (grades 6-12), faculty/staff, and others in the BIPOC community who wish to process recent events.

Please share this opportunity with your students.

Time: 3:30-4:30 pm

Join Zoom Meeting

ID: 84252554966

Passcode: JdEveC2w

The Office of DE&I

Rebecca Blouwoff <blouwoffr@wellesleyps.org>

Thu, Mar 18, 2021 at 7:46 AM

To: "WPS Office of Diversity, Equity & Inclusion" <dei@wellesleyps.org>

Absolutely thrilled to share this with my students. Thank you!

[Quoted text hidden]

[Quoted text hidden]

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--

Mme Rebecca Blouwoff (say 'blue wolf')

French teacher, Wellesley Middle School

Website

**LES VIES NOIRES
COMPTENT
BLACK LIVES
MATTER**

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Erin Sullivan <sullivan@wellesleysps.org>
To: "WPS Office of Diversity, Equity & Inclusion" <dei@wellesleysps.org>

Thu, Mar 18, 2021 at 7:51 AM

Is this today?

On Thu, Mar 18, 2021 at 6:55 AM WPS Office of Diversity, Equity & Inclusion <dei@wellesleysps.org> wrote:

[Quoted text hidden]

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--

Erin Sullivan
Teacher
Social Studies Department, Wellesley High School
781-446-6290 x4418

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[Quoted text hidden]

WPS Office of Diversity, Equity & Inclusion <dei@wellesleysps.org>
To: Erin Sullivan <sullivan@wellesleysps.org>

Thu, Mar 18, 2021 at 7:56 AM

Morning Erin!
Yes! Sorry if this was not clear.

Charmie
[Quoted text hidden]

Erin Sullivan <sullivan@wellesleysps.org>
To: "WPS Office of Diversity, Equity & Inclusion" <dei@wellesleysps.org>

Thu, Mar 18, 2021 at 8:01 AM

Thanks Charmie
[Quoted text hidden]

WPS Office of Diversity, Equity & Inclusion <dei@wellesleysps.org>
To: David Lussier <lussierd@wellesleysps.org>

Fri, Mar 19, 2021 at 12:06 PM

FYI. The original message.
[Quoted text hidden]



Charmie Curry <curryc@wellesleyps.org>

Invitation: Healing Space for Asian and Asian American Community @ Thu Mar 18, 2021 3:30pm - 4:30pm (EDT)
(wps-ms-okpost)

2 messages

curryc@wellesleyps.org <curryc@wellesleyps.org>
Reply-To: curryc@wellesleyps.org
To: wps-ms-okpost <wps-ms-okpost@wellesleyps.org>

Thu, Mar 18, 2021 at 7:57 AM

You have been invited to the following event.

Healing Space for Asian and Asian American Community

When Thu Mar 18, 2021 3:30pm – 4:30pm Eastern Time - New York

[more details »](#)

Joining info Join Zoom Meeting
wellesleyps.zoom.us/j/8425255496... (ID: 84252554966, passcode: JdEveC2w)

Joining instructions

Calendar wps-ms-okpost

Who (Guest list is too large to display)

The Office of DE&I will host a Healing Space for Asian and Asian American students (grades 5-12), faculty/staff, and others in the BIPOC community who wish to process recent events. Please share with your students.

Invitation from Google Calendar

You are receiving this courtesy email at the account wps-ms-okpost@wellesleyps.org because you are an attendee of this event.

To stop receiving future updates for this event, decline this event. Alternatively you can sign up for a Google account at <https://calendar.google.com/calendar/> and control your notification settings for your entire calendar.

Forwarding this invitation could allow any recipient to send a response to the organizer and be added to the guest list, or invite others regardless of their own invitation status, or to modify your RSVP. [Learn More.](#)

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invite.ics
2K

Charmie Curry <curryc@wellesleyps.org>

Tue, May 18, 2021 at 9:20 AM

To: Cynthia Cindy Mahr <mahro@wellesleyps.org>, David Lussier <lussierd@wellesleyps.org>, Ivria Fried <ifried@miyares-harrington.com>

Good morning!
The invite below was shared with the high school and middle school faculty listserv.

Hope this helps!

Kindly,
Charmie

[Quoted text hidden]

"If there is no struggle there is no progress. Those who profess to favor freedom and yet deprecate agitation are men who want crops without plowing up the ground... Power concedes nothing without a demand. It never did and it never will." Frederick Douglass

Charmie R. Curry, EdD (she/her)

Director of Diversity, Equity & Inclusion

Wellesley Public Schools

40 Kingsbury Street

Wellesley, MA 02481

Phone: 781-446-6210 ext. 5827

Website: www.wellesleyps.org/dei

Twitter: @WellesleyDEI


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 **invite.ics**
2K



Charmie Curry <curryc@wellesleyps.org>

Re: Invitation: Healing Space for Asian and Asian American Community @ Thu Mar 18, 2021 3:30pm - 4:30pm (EDT) (brophyk@wellesleyps.org)

3 messages

Kathleen Brophy <brophyk@wellesleyps.org>
To: Charmie Curry <curryc@wellesleyps.org>

Thu, Mar 18, 2021 at 8:37 AM

Hi Charmie,
I wanted to check first, is it appropriate for me to go to this healing space?
I wasn't sure?
Thanks,
Kathy

On Thu, Mar 18, 2021 at 7:57 AM Charmie Curry <curryc@wellesleyps.org> wrote:

You have been invited to the following event.

Healing Space for Asian and Asian American Community

When Thu Mar 18, 2021 3:30pm – 4:30pm Eastern Time - New York

[more details »](#)

Joining info Join Zoom Meeting
wellesleyps.zoom.us/j/8425255496... (ID: 84252554966, passcode: JdEveC2w)

Joining instructions

Calendar brophyk@wellesleyps.org

Who (Guest list is too large to display)

The Office of DE&I will host a Healing Space for Asian and Asian American students (grades 5-12), faculty/staff, and others in the BIPOC community who wish to process recent events. Please share with your students.

Going (brophyk@wellesleyps.org)? Yes - Maybe - No [more options »](#)

Invitation from Google Calendar

You are receiving this email at the account brophyk@wellesleyps.org because you are subscribed for invitations on calendar brophyk@wellesleyps.org.

To stop receiving these emails, please log in to <https://calendar.google.com/calendar/> and change your notification settings for this calendar.

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--
Kathleen M. Brophy
Fitness & Health
Wellesley High School
781-446-6290 x4116

She / Her / Hers

"Be your own color and dance with joy"

"I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." ~Maya Angelou~

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Charmie Curry <curryc@wellesleyps.org>
To: Kathleen Brophy <brophyk@wellesleyps.org>

Thu, Mar 18, 2021 at 10:02 AM

Morning Kathy,
thanks so much for asking. This time, we want to hold the space for the Asian and Asian American students and faculty/staff. I hope this makes sense. Thanks so much for asking, and for your support of the students and colleagues.

Warmly,
Charmie
[Quoted text hidden]

--
Charmie R. Curry, EdD (she/her)
Director of Diversity, Equity & Inclusion
Wellesley Public Schools
40 Kingsbury Street
Wellesley, MA 02481
Phone: 781-446-6210 ext. 5827
Website: www.wellesleyyps.org/dei
Twitter: @WellesleyDEI

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Kathleen Brophy <brophyk@wellesleyyps.org>
To: Charmie Curry <curryc@wellesleyyps.org>

Thu, Mar 18, 2021 at 10:04 AM

Yes, thank you :)
[Quoted text hidden]



Charmie Curry <curryc@wellesleyps.org>

Re: Invitation: Healing Space for Asian and Asian American Community @ Thu Mar 18, 2021 3:30pm - 4:30pm (EDT) (zhoum@wellesleyps.org)

2 messages

Min Zhou <zhoum@wellesleyps.org>
To: Charmie Curry <curryc@wellesleyps.org>

Thu, Mar 18, 2021 at 9:45 AM

Dear Charmie,

Thank you for your invitation. I think this session will be very helpful for some of our Asian and Asian American students. I posted the event in my google classroom. Unfortunately, I have office hours at that time and will not be able to come.

Best,

Min

On Thu, Mar 18, 2021 at 7:57 AM Charmie Curry <curryc@wellesleyps.org> wrote:

You have been invited to the following event.

Healing Space for Asian and Asian American Community

[more details »](#)

When Thu Mar 18, 2021 3:30pm – 4:30pm Eastern Time - New York

Joining info Join Zoom Meeting
wellesleyps.zoom.us/j/8425255496... (ID: 84252554966, passcode: JdEveC2w)

Joining instructions

Calendar zhoum@wellesleyps.org

Who (Guest list is too large to display)

The Office of DE&I will host a Healing Space for Asian and Asian American students (grades 5-12), faculty/staff, and others in the BIPOC community who wish to process recent events. Please share with your students.

Going (zhoum@wellesleyps.org)? Yes - Maybe - No [more options »](#)

Invitation from Google Calendar

You are receiving this email at the account zhoum@wellesleyps.org because you are subscribed for invitations on calendar zhoum@wellesleyps.org.

To stop receiving these emails, please log in to <https://calendar.google.com/calendar/> and change your notification settings for this calendar.

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Charmie Curry <curryc@wellesleyps.org>
To: Min Zhou <zhoum@wellesleyps.org>

Thu, Mar 18, 2021 at 10:03 AM

Morning Min!
Thanks so much for posting it in the Google Classroom. I understand!
I hope you have a good day.

Warmly,
Charmie

[Quoted text hidden]

Charmie R. Curry, EdD (she/her)
Director of Diversity, Equity & Inclusion
Wellesley Public Schools
40 Kingsbury Street
Wellesley, MA 02481
Phone: 781-446-6210 ext. 5827



Charmie Curry <curryc@wellesleyps.org>

Notes from ATM

1 message

Elisa Morris <morrise@wellesleyps.org>
To: WPS-HS-ATM <wps-hs-atm@wellesleyps.org>

Thu, Mar 18, 2021 at 10:50 AM

Hi all,

Hi all,

Here's the latest:

- **Senior Projects:** A reminder that no senior can sign out of an AP class for a senior project unless there is advanced approval from their college(s). If a senior wants to leave an AP classroom after their AP exam, they should discuss that first with Emily G., Will H. or Collin to see if their project is substantial enough to warrant the extra time. More guidelines to come.
- **N's:** When the hybrid schedule ends, Ns will be back in play for students who miss many class meetings. If a student misses 3 classes **AFTER** whybrid ends, you should contact guidance and the AP to discuss next steps.
- **The End of the Hybrid Schedule:** More details to come. The final schedule and what will happen with zoom are all things that still need to be finalized.
- **The End of the Year:** There is not going to be a different schedule for final experiences/end of the school year. Each course team should be consistent in ending the school year as best fits the course/department. There will be no separate "Final Experience" grade; everything will be a part of the semester 2 grade. NO assessments on the last day of class (as has been the policy for the past few years). Please see your DH/Director if you have questions.
- **Book Awards:** Yep, we need to start thinking about nominees. Senior Awards will happen as they did last year (short videos). Underclass awards are still TBD but start thinking!
- **Healing Space:** You should have received an email from Charmie about a Healing Space for Asian, Asian-American and Pacific Islander and others in the BIPOC community of students and teachers this afternoon. If you know a student who would benefit, please pass along the information.

Lastly, no positives test at WHS this week from the surveillance testing!! Woo hoo!!

--

Elisa L. Morris (she/her/hers)
Mathematics Department Head
Wellesley High School
781/446 - 6290

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Charmie Curry <curryc@wellesleysps.org>

Thank you!

2 messages

WPS Office of Diversity, Equity & Inclusion <dei@wellesleysps.org>

Fri, Mar 19, 2021 at 9:16 AM

To: DEI Office <dei@wellesleysps.org>

Cc: DEI Office <dei@wellesleysps.org>

Bcc: [redacted], Shima Khan <khans@wellesleysps.org>, Erica Ayisi <ayisie@wellesleysps.org>,

Mark Bugden <bugdenm@wellesleysps.org>, [redacted]

[redacted] Ellen Chu <chue@wellesleysps.org>, [redacted]

[redacted], Ranjani Sriram <sriramr@wellesleysps.org>

Good morning!

We want to thank you for attending the Healing Space held yesterday for AAPI students, faculty and staff.

Thank you for demonstrating vulnerability in sharing your experiences, and reflecting on the racial animus facing the AAPI community. Please know your voice is important, and we will continue to prioritize creating spaces to routinely hear from you.

If you are available, please join our April 14 event with Vivian WuWong of Milton Academy - a listening session for AAPI students. You can RSVP here.

In solidarity,
The Office of DE&I

Mail Delivery Subsystem <mailer-daemon@googlemail.com>

Fri, Mar 19, 2021 at 9:16 AM

To: curryc@wellesleysps.org



Message blocked

Your message to [redacted] has been blocked. See technical details below for more information.

The response from the remote server was:

550 5.4.1 Recipient address rejected: Access denied. AS(201806281) [BN8NAM11FT040.eop-nam11.prod.protection.outlook.com]

Final-Recipient: rfc822; [REDACTED]
Action: failed
Status: 5.4.1
Remote-MTA: dns; mit-edu.mail.protection.outlook.com. (104.47.58.138, the server for the domain mit.edu.)
Diagnostic-Code: smtp; 550 5.4.1 Recipient address rejected: Access denied. AS(201806281) [BN8NAM11FT040.eop-nam11.prod.protection.outlook.com]
Last-Attempt-Date: Fri, 19 Mar 2021 06:16:38 -0700 (PDT)

----- Forwarded message -----

From: "WPS Office of Diversity, Equity & Inclusion" <dei@wellesleysps.org>
To: DEI Office <dei@wellesleysps.org>
Cc:
Bcc: [REDACTED]
Date: Fri, 19 Mar 2021 09:16:26 -0400
Subject: Thank you!
----- Message truncated -----



Charmie Curry <curryc@wellesleysps.org>

Message about meetings

3 messages

'Condon, Kerry' via DEI Office <dei@wellesleysps.org>

Fri, Mar 19, 2021 at 9:20 AM

Reply-To: "Condon, Kerry" [REDACTED]

To: "dei@wellesleysps.org" <dei@wellesleysps.org>

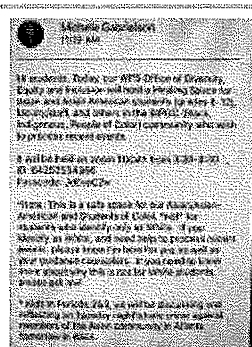
Dr. Curry

I am concerned about a message (attached) that was sent by a WMS teacher to students yesterday in wake of the violence against Asians the country has been experiencing. I noted Dr. Chism also excluded non-Asian students to an event at the High School yesterday. We are all horrified by recent events. I would hope that this would be an opportunity to bring our student community together.

However, the reaction at WPS has been to discriminate against white students. I find this messaging a little confusing. Are we focusing on inclusion or exclusion? How does separating the kids by race teach them anything?

I do not believe this is the message we should be sending our students. This does not uphold the schools core values or 'One Wellesley'. We must do better for all of our students.

Sincerely,
Kerry Condon



IMG_3972.jpg
88K

Mark Ito <itom@wellesleysps.org>

Fri, Mar 19, 2021 at 9:49 AM

To: "Condon, Kerry" [REDACTED], Charmie Curry <curryc@wellesleysps.org>

Dear Kerry,

Thank you for your message. Affinity spaces are a known strategy in education that offer time for marginalized groups to process feelings and concerns in productive ways. Our Office of DE&I for WPS feels this space is important for those who want to attend. More holistically, we are educating and processing with all our students at WMS in Social Studies classes, as this topic is a relevant current event that affects all of us. I hope this offers context. In no way is our intent to discriminate against anyone in our schools. I have copied our WPS DE&I Director, Dr. Charmie Curry, on this reply, too.

Regards,
Mark

On Thu, Mar 18, 2021 at 9:00 PM Condon, Kerry [REDACTED] wrote:

Mark,

I am concerned about a message (attached) that was sent by a teacher to students today in wake of the violence against Asians the country has been experiencing. We are all horrified by recent events. I would hope that this would be an opportunity to bring our student community together.

However, the reaction at WMS has been to discriminate against white students. I find this messaging a little confusing. Are we focusing on inclusion or exclusion? How does separating the kids by race teach them anything?

[Quoted text hidden]

--

Mark T. Ito, Ed.D.
Principal, Wellesley Middle School
781-446-6235 x3604

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Condon, Kerry [REDACTED]
To: Mark Ito <itom@wellesleyps.org>, Charmie Curry <curryc@wellesleyps.org>

Fri, Mar 19, 2021 at 10:30 AM

Mark,

Thank you for your reply. Regardless of the intention, I would suggest that the message sent by Ms. Gabrielson was at a minimum poorly worded and to some reads quite incendiary. Her words do not position the intention of the meeting well. That being said:

-How has the concept of 'affinity groups' been socialized with parents? If we understood the intention, we are better able to provide context at home.

-What are the expected outcomes of the Affinity groups? How do we address the underlying problems? Do we have an issue with discrimination against Asian students in WPS?

-How are we articulating this to the students? Telling kids in class that discrimination is 'bad' and then sending an email saying 'no white kids welcome' seems contradictory. Do you truly believe a 12 year old has the ability to differentiate the intentions behind these messages?

-Why an Asian affinity group and not one for Jewish students? We have had actually incidents regarding our Jewish population; so it would seem this is a more urgent need.

Regards,
Kerry

[Quoted text hidden]



Charmie Curry <curryc@wellesleysps.org>

Healing Space Zoom

Hillary Goldberg [REDACTED]

Fri, Mar 19, 2021 at 11:50 AM

To: itom@wellesleysps.org

Cc: lussierd@wellesleysps.org, dei@wellesleysps.org, school_committee@wellesleysps.org, John Goldberg
[REDACTED]

Dear Dr. Ito,

An email to our 7th grader regarding a healing space for students to process the horrific shootings that took place in Georgia came to our attention yesterday.

It goes without saying that these events are tragic. All loss of life is tragic, and we grieve for the families of the victims, and the larger community. We all need the opportunity and space to process how these things can happen and come together to heal. Unfortunately, the healing space provided by the school further divides us at a time when we most need to come together and support one another.

Specifically, the email states, "This is a safe space for our Asian/Asian-American and Students of Color, *not* for students who identify only as white. If you identify as White, and need help to process recent events, please know I'm here for you as well as your guidance counselors. If you need to know more about why this is not for White students, please ask me!"

The email immediately pits one group of kids against another, ascribing guilt by mere identity to an entire population of children and adults who are equally scared by the events in Atlanta. I am concerned that in creating spaces for specific groups of students we are perpetuating the feelings of separation, isolation, and difference that we are trying to overcome.

I thank you for your time and attention to this matter and welcome the opportunity to discuss in greater detail.

Kind regards,
Hillary and John Goldberg

April 2021



Charmie Curry <curryc@wellesleyps.org>


ALANA and TAPAS - Invitation to edit

3 messages

William Craft (via Google Forms) <drive-shares-noreply@google.com>
Reply-To: William Craft <craftw@wellesleyps.org>
To: curryc@wellesleyps.org

Mon, Apr 5, 2021 at 5:44 PM

craftw@wellesleyps.org has invited you to edit the following form:

 ALANA and TAPAS



Hi Charmie,
How are you? How was your weekend? Hope all is well!
I did speak to the folks at Barcelona about hosting our ALANA group. It would be great to get a sense of how many people would be interested in meeting on the patio one day.
Last year I created an ALANA email list, but I don't think it is up to date, and I don't think I can email the list serve. Will you take a look at the Google Form I am sharing, edit at will, and either send it or let me know if you think I have the ability to email the group?
Thanks and Best!
Bill

[Open in Forms](#)

Google Forms: Create and analyze surveys.
Google LLC, 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA



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Charmie Curry <curryc@wellesleyps.org>
To: William Craft <craftw@wellesleyps.org>

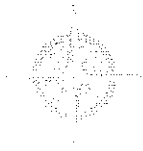
Mon, Apr 5, 2021 at 8:29 PM

Hey Bill!
Doing all right. The weekend was good to celebrate Easter! [REDACTED] This looks good. The email list is also on the calendar invites. Can you see it there? I'm happy to share it also. We have a date on the calendar for this Wednesday. We can also discuss then if you'd like. How are you doing? As the kids are coming back next week?

Warmly,
Charmie
[Quoted text hidden]

Charmie R. Curry, EdD (she/her)
Director of Diversity, Equity & Inclusion
Wellesley Public Schools
40 Kingsbury Street
Wellesley, MA 02481
Phone: 781-446-6210 ext. 5827
Website: www.wellesleyps.org/dei
Twitter: @WellesleyDEI

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William Craft <craftw@wellesleysps.org>
To: Charmie Curry <curryc@wellesleysps.org>

Mon, Apr 5, 2021 at 8:55 PM

Hi!

Glad Easter was enjoyable! Beautiful day!

I will look at the invites. Talking Wednesday sounds good.

I look forward to swearing off Zoom, not having to think about cohorts, and having all hybrid kids in each day for social purposes. I worry about the relaxed covid guidelines like 3 feet vs. 6 and over 20 kids in a room as well as lunch. It's happening regardless, so fingers crossed.

Thanks!

[Quoted text hidden]
[Quoted text hidden]



Charmie Curry <curryc@wellesleyps.org>

Diversity, Equity & Inclusion Updates

1 message

WPS Office of Diversity, Equity & Inclusion <dei@wellesleyps.org>
 Reply-To: "WPS Office of Diversity, Equity & Inclusion" <dei@wellesleyps.org>
 To: curryc@wellesleyps.org

Mon, Apr 12, 2021 at 12:25 PM

Dear colleagues,

Last week marked the first day of our **21-Day Racial Equity Challenge**. If you have not registered yet, we encourage you to do so here. You can visit our website, created just for the Challenge! The Challenge is one small way for us to learn about the impacts of race and racism, and how we can collectively work to accomplish racial equity in our school community, our nation and our world. There are even challenges for students - both elementary and secondary! This year, we have hit 187 participants, up from 125 last year, with more than 45 percent of participants being WPS parents/community members!

As we began the Challenge, we also invited you to join our Solidarity Campaign. In Wellesley Public Schools, we are committed to our equity mission. Equity means that we work every day to remove barriers to equity, to dismantle and eliminate all forms of bias and discrimination. Sometimes, this work puts us in the crosshairs of those who find this mission to be a threat. When we recently held a healing space for our Asian and Asian American students and faculty, we received some hateful messages. This was hurtful and disappointing. Yet, our commitment to equity couldn't be stronger; an intentional, strategic effort to ensure all members of our community can experience a deep sense of belonging, especially members of our community who have experienced (and continue to experience) marginalization.

How Can You Stand in Solidarity?

Make a short video - 30 seconds or less - explaining what solidarity means to you. Upload your video here. Please upload your videos ASAP! We want to make a video montage to display voices in solidarity.

The Office of DE&I Is Looking for Equity Facilitators for SY21-22

We are looking for 7 equity facilitators to fill spots at five elementary schools, one at WHS and one at P.A.W.S. This internal opportunity is open to all staff members. We will release the job description to all staff during the week of 4/26, and aim to fill positions prior to the end of this school year.

As part of the Office of DE&I spring office hours, we will also host an informational session for anyone interested in learning more about the role of equity facilitator.

Spring Office Hours:

April 27, 2021, 3:30-4:30 p.m.

Join Zoom Meeting

ID: 81861169685 Passcode: J0WyBRXt

Equity Literacy Institute Coursework

There is still plenty of time to enroll in the two required courses - "Understanding Equity and Inequity" and "Learning to Be a Threat to Inequity" - in the ELI before the June 30 deadline. These courses, with a keen focus on helping us to build/sharpen our structural ideological lenses, are essential to our ability to address inequities in our community. Our students who are being impacted by inequities such as racism, homophobia, ableism, etc. need us to be equipped to respond today to their needs in order to positively impact their experiences. Courses are in TeachPoint PD or you can access them directly here.

Reach out to dei@wellesleyps.org or bailowc@wellesleyps.org for any questions!

May Is AAPI Heritage Month

"We have to harvest and cultivate our own stories, not just to feel valid, but to feel rejoiced." Kay Ulanday Barrett

As we share narratives about the AAPI experience, let's remember to hold all stories, of struggle and marginalization, but even more so of excellence and joy.

- Join the Smithsonian on May 6 (11-11:30 am) for an online exploration into Asian American and Pacific Islander Heritage Month. [Event Link](#)
- Watch this webinar from Learning for Justice to consider new ways to teach AAPI History.

More resources to come in May!

WHAT WE'RE READING:

If Equity Is A Priority, UDL Is A Must in *Cult of Pedagogy*

History Isn't Just for Patriots in *The Washington Post*

A New Way to Inoculate People Against Misinformation in *Behavioral Scientist*

YOU DON'T WANT TO MISS THIS!:

A BEAUTIFUL, RESTFUL APRIL VACATION LOADING...

Office of Diversity, Equity & Inclusion

781-446-6210 ;5827 • dei@wellesleyps.org

wellesleyps.org/dei

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Dr. Charmie Curry, Director • Carla Lumley, Secretary



Wellesley Public Schools

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SchoolMessenger is a notification service used by the nation's leading school systems to connect with parents, students and staff through voice, SMS text, email, and social media.



Charmie Curry <curryc@wellesleysps.org>

ALANA

2 messages

curryc@wellesleysps.org <curryc@wellesleysps.org>
Reply-To: curryc@wellesleysps.org

Fri, Apr 30, 2021 at 9:38 AM

Good morning friends!
Happy Friday! We have some time scheduled today to meet up. If you're up for it, join us. at 3:30 p.m.
Enjoy your day,
Charmie

ALANA

When	Fri Apr 30, 2021 3:30pm – 4:30pm Eastern Time - New York
Joining info	Join Zoom Meeting wellesleysps.zoom.us/j/8199633977... (ID: 81996339778, password: TG09Ebtn)
	Joining instructions
Joining notes	Passcode: TG09Ebtn
Who	(Guest list has been hidden at organizer's request)

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Cobb, Wen <wcobb@wellesleyma.gov>
To: "curryc@wellesleysps.org" <curryc@wellesleysps.org>

Fri, Apr 30, 2021 at 9:42 AM

Hi Charmie,
I have an appointment in the afternoon so I will miss the meet-up. Hope to catch up with you soon!
Have a nice weekend!
Wen

From: Google Calendar <calendar-notification@google.com> on behalf of curryc@wellesleysps.org <curryc@wellesleysps.org>
Sent: Friday, April 30, 2021 9:38 AM
Subject: ALANA

[**EXTERNAL EMAIL** : This message originated outside of the TOWN OF WELLESLEY mail system. **DO NOT CLICK** on links or open **attachments** unless you are sure the content is safe.]

[Quoted text hidden]



Charmie Curry <curryc@wellesleyps.org>

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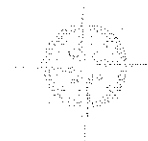
[**EXTERNAL EMAIL** : This message originated outside of the TOWN OF WELLESLEY mail system. **DO NOT CLICK** on links or open **attachments** unless you are sure the content is safe.]

[Quoted text hidden]

Website: www.wellesleyps.org/dei

Twitter: @WellesleyDEI

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Charmie Curry <curryc@wellesleyps.org>

Listening Session for Asian and Asian American Students

David Lussier <lussierd@wellesleyps.org>
To: Charmie Curry <curryc@wellesleyps.org>

Mon, May 24, 2021 at 2:17 PM

from Mark

David F. Lussier, Ed.D.
Superintendent
Wellesley Public Schools
40 Kingsbury Street
Wellesley, MA 02481
781-446-6210 x5605

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----- Forwarded message -----

From: **Mark Ito** <itom@wellesleyps.org>
Date: Mon, May 24, 2021 at 12:04 PM
Subject: Fwd: Listening Session for Asian and Asian American Students
To: David Lussier <lussierd@wellesleyps.org>

Here's what I sent to the staff.

[Quoted text hidden]
[Quoted text hidden]
[Quoted text hidden]



Charmie Curry <curryc@wellesleyps.org>

Listening Session for Asian and Asian American Students

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Here's what I sent to the staff.

----- Forwarded message -----

From: **Mark Ito** <itom@wellesleyps.org>
Date: Mon, Mar 15, 2021 at 12:52 PM
Subject: Fwd: Listening Session for Asian and Asian American Students
To: WPS-MS-Staff <wps-ms-staff@wellesleyps.org>

Dear WMS Faculty,

Please share with your students as you see appropriate.

Thanks,
Mark

----- Forwarded message -----

From: **WPS Office of Diversity, Equity & Inclusion** <dei@wellesleyps.org>
Date: Mon, Mar 15, 2021 at 11:20 AM
Subject: Listening Session for Asian and Asian American Students
To: DEI Office <dei@wellesleyps.org>

Dear colleagues,

We hope this email finds you well. We are writing to invite you to join a listening session for Asian and Asian American students in WPS, being hosted by our office, and scheduled for **Wed., April 14, 6:30-7:30 p.m.** via Zoom.

The Listening Session is an initiative of the Office of Diversity, Equity and Inclusion, created for the purpose of amplifying student voices. The DEI Office held its first affinity-based listening session this past February.

Please click this link to read more about the goals of April's session.

The facilitator has encouraged the attendance of faculty/staff of Asian descent to attend the session in solidarity with our students. The information gathered in this session will be shared with school leadership teams to then be communicated with educators.

We are also asking that you please spread the word in your school/department, encouraging student attendance. ***The session is intended for students in grades 6-12.***

Thank you so much for your help! Please reach out to dei@wellesleyps.org for any questions.

Warmly,
The Office of DE&I

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Mark T. Ito, Ed.D.
Principal, Wellesley Middle School
781-446-6235 x3604

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Mark T. Ito, Ed.D.
Principal, Wellesley Middle School
781-446-6235 x3604

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Charmie Curry <curryc@wellesleyps.org>

Fwd: Support for our Asian and Asian American families

1 message

David Lussier <lussierd@wellesleyps.org>
To: Charmie Curry <curryc@wellesleyps.org>

Mon, May 24, 2021 at 2:18 PM

Jamie's message. -D

David F. Lussier, Ed.D.
Superintendent
Wellesley Public Schools
40 Kingsbury Street
Wellesley, MA 02481
781-446-6210 x5605

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----- Forwarded message -----

From: **Diane Zinck** <zinckd@wellesleyps.org>
Date: Thu, May 20, 2021 at 11:04 AM
Subject: Fwd: Support for our Asian and Asian American families
To: David Lussier <lussierd@wellesleyps.org>

Hi David,

From Jamie to you.

All the best,

! '#\$%

Diane A. Zinck
Secretary to the Principal
Wellesley High School
50 Rice Street
Wellesley MA 02481
(781) 446-6290 x 4607
(781) 446-6308 fax

When writing or responding, please be aware that the Massachusetts Secretary of State has determined that every record that is made or received by a government entity or employee is presumed to be a public record.

----- Forwarded message -----

From: **Jamie Chisum** <donotreply@wellesleyps.org>
Date: Thu, Mar 18, 2021 at 5:27 PM

Subject: Support for our Asian and Asian American families
To: <zinckd@wellesleyps.org>

18th March 2021

Dear Families,

I'm writing to you today in support of our Asian and Asian American students, staff, and their families. Clearly the past year has been particularly challenging for many of them as a result of their being wrongly targeted over the Covid-19 pandemic. This week, in light of the horrific shootings that took place in and around the city of Atlanta, there has to be increased concern for the safety and wellbeing of Asian and Asian American friends in this community and beyond. I also write today to condemn these or any acts that make our Asian and Asian American families feel unsafe and less than central to our community.

Just as important is for us to recognize that while this past year and week have brought forth new forms of discrimination and hatred, there is a long history of hatred toward those of Asian descent, including, but not limited to exclusion, discriminatory housing practices, forced, menial labor, and widescale internment. These acts are part of a shameful history that we must understand, in order to properly contextualize the present. The acts have certainly not only taken place this past year.

Some of our families have had to endure long separations from loved ones who are not able to leave other countries. Some families have expressed real concerns about sending their children to school for fear of them being harassed or bullied. I want our Asian and Asian American families to know this community is here to support them in this challenging moment and beyond.

I want all our families to consider what they can do to support our Asian and Asian American community at this time. Please talk about it as a family so the conversation can continue beyond a letter home.

Finally, I wanted to let you know some ways our office of Diversity, Equity, and Inclusion is supporting our Asian and Asian American community. Dr. Curry is hosting a healing session today for our Asian and Asian American students and faculty this afternoon. Prior to this week, the DEI Office was already preparing to host its second affinity-based student listening session, this time focusing on Asian and Asian American students, as a means of centering student voices on all issues related to diversity, equity and inclusion. If your student would like to attend the listening session, please encourage them to RSVP here.

Thanks to everyone for doing all you are to help make Wellesley a safe and welcoming place for our whole community.

Be well.

Best,

Jamie

Wellesley High School

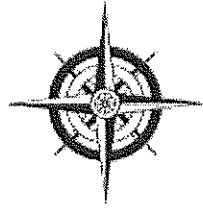
50 Rice Street • Wellesley Hills • Massachusetts • 02481
Phone 781-446-6290 • Fax 781-446-6308
wellesleyps.org/whs



Jamie B. Chisum, Principal

Assistant Principals: Andrew E. Kelton • Sarah Matloff • Collin Shattuck
Dana Plunkett, Director of Guidance

Wellesley High School cultivates positive learning experiences and fosters responsibility and integrity so that, upon leaving, our students will continue to contribute to their worlds.



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