



September 19, 2019 5:15 p.m. – 7:15 p.m.  
344 Broadway Cambridge MA  
2nd Fl. Conference Room

#### Summary of Conversation Topics

- Cambridge Youth Council
- Find It Cambridge
- Math Matters for Equity Plan

**Present:** Tina Alu, Branville Bard, Ben Clark, Sydney Down, Uma Edulbehran, Michelle Godfrey, Kim Goldstein, Claude Jacob, David Kale, Maria MacCauley, Kenny Salim, Ellen Semonoff, Sumbul Siddiqui, Nancy Tauber, Tagesech Wabeto, Andrew Liedtka, Jen Bailly, Keith Griffin, Katisha John, Tim Sippel, Ahmed Benghomari

**Co-Chairs:** ~~Mayor Marc McGovern~~ and **Neal Michaels**

**Executive Director:** Nancy Tauber

**Notetaker:** Sydney Down

5:15pm Socialize, Network and Eat

#### **5:30 Meeting Starts**

- ❖ Welcome & Introductions
- ❖ Family Policy Council Business
  - Adoption of Minutes (May 2, 2019 meeting)
  - Public Comment
  - Announcements
    - Food comes from Fresh Food Generation
    - October 29th 3-5 is the 5th Family Engagement Gathering. Family Policy Council and College Success Initiative are co-hosting. The focus is on how to engage families about college.
    - Tina Johnson is the new CYC Coordinator.
    - CYC is having a retreat on Sunday October 6th, and then they will begin meeting on Monday and Tuesday nights
    - Andrew Liedtka is the new Find It Manager
    - CRLS students are organizing Climate Strike for September 20th
    - Parking Day - September 20th. CEOC Collects food outside of city hall
    - DHSP Lottery coming up.
    - Baby U is starting to recruit families

- Events at the library on September 25th (19th Amendment) and 26th (AI and Coding and Equity)

❖ Presentations and Discussion:

- Math Matters for Equity Plan - Nancy Tauber
  - See below for Math Matters for Equity Overview and Steering Committee & Working Groups Job Descriptions
- Small Group Discussions
  - Review the Working Group Job Descriptions and give feedback.
    - **Create ways for people to participate even if they can't make the commitment to join a working group**
    - **Provide stipends to ensure equitable participation**
    - **Add - respond to emails in a timely manner**
    - **What are other communities doing?**
    - Potential partners:
      - ◆ Informal education (museums, MIT, Harvard, Lesley)
      - ◆ The Math Project
      - ◆ Check to see if other Children Cabinet's are doing anything with Math
      - ◆ Other communities
    - Evaluate who we need to hear from
    - Vision "regardless of background and identity" seems like othering
    - Raise Awareness
      - ◆ Build confidence empowerment, and competency
      - ◆ Awareness of problem is not a solution
      - ◆ How will we measure?
      - ◆ How will we communicate?
    - How will we measure success?
    - Need a 1 pager to lay out high level frame for this to engage a broader group beyond those who already "get it"
      - ◆ Current situation with data
      - ◆ Root cause framing
      - ◆ Math literacy is a civil right - like voting
    - Include blurb about MM4E in city newsletter
    - Document existing efforts
  - Who do you think should be members and co-chairs of the Working Groups. Feel free to "nominate" yourself or someone else.
    - **Housing Authority**
    - Eryn Johnson - Community Arts Center
    - Tutoring Plus
    - CCTV
    - Museums/University
    - Selvin Chambers
    - Russell Harding
    - CEOC Advocate - Yemi, Raymond)
    - Families/parents/guardians
    - Family Liaison from elementary and upper school

- Youth/Black Youth
- What would be helpful agenda items for our Family Policy Council meetings this coming year? Speakers? Activities? Topics?
  - EdVestors - Zeroing in on Math
  - **CPS - Building Equity Bridges and Math**
  - **Financial Literacy (for CYC as well)**
  - **Children's Savings Account Project**
  - Vaping
  - Working with Children and Families - ASD?
  - Playfulness around learning math
  - Student involvement
  - MM4E Updates

- ❖ Discussion
- ❖ Adjourn

### ***I'm Not a Math Person: Math Matters for Equity***

*Math Matters for Equity* is a city-wide effort to build a culture where math is for everyone. Mathematical literacy is as important as reading and writing. Yet as a community we are failing large numbers of African American/Black and low-income students. We believe that every child can enjoy success in math as long as they are provided with the right opportunities, services and supports.

Cambridge teachers cannot do this alone. Our young people spend less than 20 percent of their waking hours in school. The rest of their time is spent with their family, friends, and after school programs. Schools, city agencies, community partners, and families must come together to build a system that supports mathematical literacy for all.

Through *Math Matters for Equity*, the Family Policy Council will foster a strategic approach to community-wide collaboration aimed at supporting educational equity and math literacy and success.

#### **VISION**

All young people in Cambridge, regardless of background or identity, graduate from high school equipped with the mathematical and problem-solving skills, financial literacy, and growth mindset necessary to successfully pursue their goals for education, career, and adult life.

#### **MISSION**

The Cambridge community will work collectively to deliver on our commitment to all young people by improving systems, policies, and resources to better serve the needs of children, youth and teens furthest from this vision.

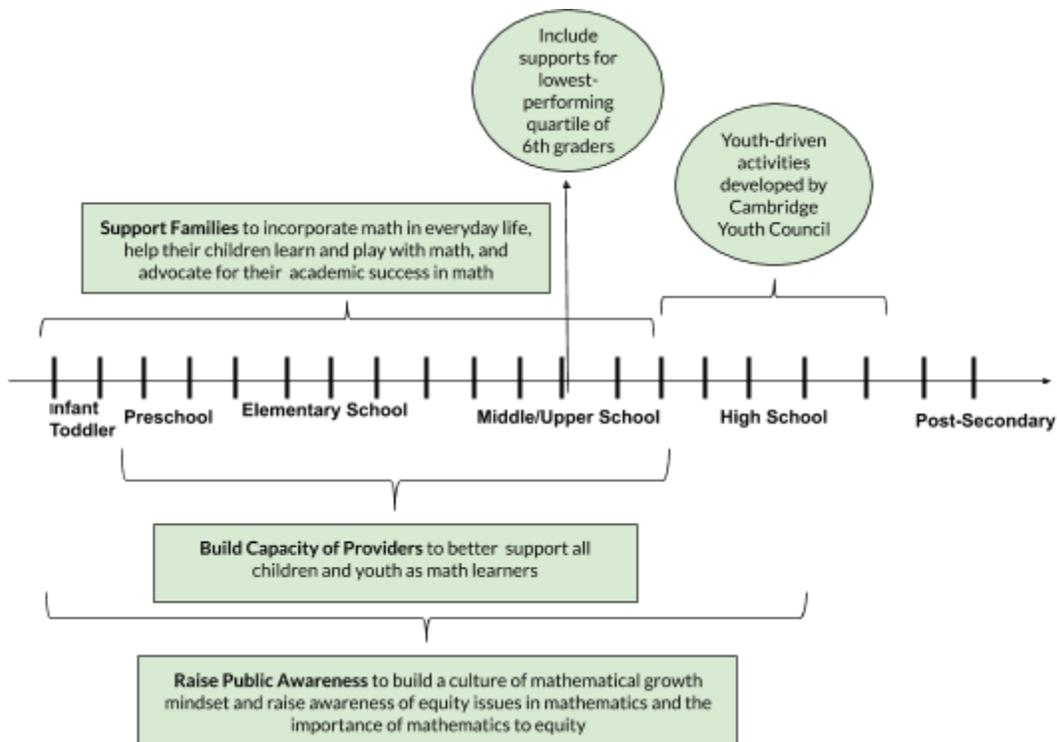
#### **CORE VALUES**

<p><b>Equity</b>  We will make the greatest progress toward our vision by intentionally focusing on those who are furthest from reaching our collective goals. We acknowledge that generations-long racial inequities result in adverse outcomes for many in our community.</p>	<p><b>Systems Focus</b>  Racial inequity has a greater influence on outcomes than individual choices. Eliminating systemic and institutional racism through policies, practices and organizational systems will have a greater impact on more young people than targeting one child at a time.</p>	<p><b>Partnership</b>  Children and teens thrive when policy makers, schools, and city and community organizations partner with families to actively support children’s learning, development, and well-being. This effort is continuous across a child’s life from birth to adulthood and carried out everywhere they learn and grow.</p>
<p><b>Grassroots Leadership</b>  This work will be guided by voices, concerns and perspectives from communities that have been historically excluded from mathematical literacy and most harmed by educational inequity.</p>	<p><b>Mathematical Mindset</b>  Everyone can enjoy and succeed in math.  <b>Growth Mindset</b>  Ability is developed through dedication and hard work. Resilience and love of learning are essential for great accomplishment.</p>	<p><b>Targeted Universalism</b>  Setting universal goals pursued by targeted processes to achieve those goals. The MM4E vision aims for positive outcomes for all; strategies focus on improving access for those who are farthest from this vision.</p>

**2019-20 OBJECTIVES**

- Operationalize new structures and methods for productive collaborations in Cambridge
- Elevate and amplify existing efforts
- Implement 1-3 new shovel-ready activities
- Develop a multi-year plan and measurement strategies for Math Matters for Equity

**2019-20 STRATEGIES**



## GET INVOLVED

A Steering Committee has formed to lead an equity-driven, multi-year, and city-wide effort to improve access to mathematical literacy and success. We are in the process of recruiting members for an Advisory Committee of experts in the fields of education equity and mathematical literacy, who will be invited to attend meetings of the Family Policy Council as a forum for offering guidance to this project.

The Steering Committee will report to the Family Policy Council about the initiative's progress and the results of four working groups:

- Raise Public Awareness
- Support Families
- Build the Capacity of Educators & Youth-Serving Adults
- Cambridge Youth Council

Members of the Family Policy Council will support and guide this work by:

- Providing feedback and support to the Steering Committee and Working Groups
- Assigning staff to participate on the Steering Committee and Working Groups
- Promoting messages and activities developed by the Public Awareness Working Group
- Hosting and contributing to professional development and events aimed at building mathematical literacy and advocacy skills among educators, providers, families and their children

## STEERING COMMITTEE

**Steering Committee Job Description**

Planning & Coordination, Communication, & Measurement Strategy (including results-based accountability)

### Roles and Responsibilities

*Collectively*

- Keep equity a primary focus of Math Matters for Equity
- Planning & Coordination
  - Recruit members to working groups
  - Create an action plan template and measurement strategy for each working group
  - Ensure action plans emphasize activities focused on supporting the lowest-performing quartile of 6th graders
  - Review action plans and working group progress, and coordinate with working groups to develop a multi-year plan for Math Matters for Equity plan
- Communicate Math Matters for Equity progress to Family Policy Council
- Operationalize **new structures and methods for productive collaboration** city-wide

*Individually*

- Regularly attend Committee meetings
- Co-Chair a working group or “nominate” someone
- Communicate Math Matters for Equity progress, commitments, and necessary action to the entity you represent
- Volunteer/commit to do necessary work between meetings

### Membership (Who are we missing?)

Nancy Tauber	Lyndsay Pinkus	Rosalie Rippey	Katisha John	Julie
Ward	Khari Milner	Sharlene Yang	Jen Baily	Andrew
Liedtka	Liz Liss			

Non City/School representation:

Cambridge Nonprofit Coalition, Business Community and University

**Time Commitment: TBD**

## RAISING AWARENESS

### Raise Public Awareness Job Description

#### Outcomes

- Build a culture of mathematical growth mindset and raise awareness of equity issues in mathematics and the importance of mathematics to equity throughout the City of Cambridge

#### Strategies

- Create Math Matters for Equity (MM4E) messages (coordinate with other working groups)
- Design a plan for MM4E City-wide Campaign
- Identify resources needed

### Roles and Responsibilities

*Collectively*

- Recruit members to the working group

- Develop an Action Plan that includes:
  - A focus on equity
  - Incorporates all the MM4E Core Values
  - Budget implications
  - A mechanism to measure progress and outcomes
- Examine policies that support or impede the MM4E goals and core values
- Operationalize new structures and methods for productive collaboration city-wide
- Elevate and amplify existing efforts
- Implement 1-3 new, shovel-ready activities
- Communicate progress to the Steering Committee

*Individually*

- Regularly attend Committee meetings
- Communicate back progress, commitments, and necessary action to the entity you represent
- Volunteer/commit to do necessary work between meetings

*Co-Chairs and Nancy Tauber*

- Plan meetings
- Support implementation of Action Plan
- Communicate progress with Working Group members and Steering Committee

**Time Commitment**

*Members:* Monthly meetings (2 hours) and approximately 8 additional hours throughout the year

*Co-Chairs:* Monthly meetings (2 hours) and approximately 18 additional hours throughout the year

**Membership (Who are we missing?)**

*The following people have expressed interest:*

Andrew Liedtka - Find It Cambridge Council	Neal Michaels - Birth-3rd and Family Policy
Rosalie Rippey - CPS	Jayne Lynch - CPS
Mary Elizabeth Cranton - CPS	Jeremy Warnick - Police
Michelle Godfrey - Center for Families	Rachel Heafield - Health Department
Liz Liss - Mayor's Office	Sue Walsh - DHSP
Rohan Kundarg - MIT	Jonathan Polumbo - Possible Project

*The following people have been recommended by someone else:*

Omo Moses Manager	Lee Gianetti - City Manager's Office	DHSP Communications
Angie Uyham	Hitomi Abe	Literacy Ambassador

**SUPPORTING FAMILIES**

**Support Families Job Description**

### Outcomes

- Ensure all families have the necessary confidence to incorporate math in everyday life, help their children learn and play with math, and advocate for their children’s academic success in math

### Strategies

- Increase opportunities for families to equitably access programming that includes applied and relevant math and financial literacy
- Incorporate math and financial literacy into existing programming for children, youth and families
- Help Raise Public Awareness working group develop MM4E messages

### Roles and Responsibilities

#### Collectively

- Recruit members to the working group
- Develop an Action Plan that includes:
  - A focus on equity
  - Incorporates all the MM4E Core Values
  - Budget implications
  - A mechanism to measure progress and outcomes
- Examine policies that support or impede the MM4E goals and core values
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### Time Commitment

*Members:* Monthly meetings (2 hours) and approximately 8 additional hours throughout the year

*Co-Chairs:* Monthly meetings (2 hours) and approximately 18 additional hours throughout the year

### Membership (Who are we missing?)

*The following people have expressed interest:*

Jayne Lynch - CPS

Michelle Godfrey - Center for Families

Carrine Bury - CET

Literacy

Keith Griffin - Math Talk

Katisha John - CPS

Sharlene Yang - STEAM

Jen Baily - Agenda for Children

*The following people have been recommended by someone else*

CET

Meghan White - DHSP

Cynthia Woodward - Center for Families

Family Liaison

CPS Welcoming Schools

## **BUILDING CAPACITY OF PROVIDERS**

### **Building the Capacity of Educators & Youth-Serving Adults Job Description**

#### **Outcomes**

- Better equip all youth-serving adults (cross-sector and all age groups) to support all children and youth as math learners

#### **Strategies**

- Identify current professional development offers, gaps, and ways to provide incentives and time for providers to participate
- Increase the number of youth-serving adults participating in a variety of professional development modalities to improve their
  - Mathematical mindset
  - Confidence in helping children, youth and teens in math and financial literacy education
- Incorporate racial equity and anti-bias training in all professional development related to mathematics
- Create more opportunities for OST, CPS, and early childhood educators to collaborate on PD
- Help *Raise Public Awareness* working group develop MM4E messages

#### **Roles and Responsibilities**

##### *Collectively*

- Recruit members to the working group
- Develop an Action Plan that includes:
  - A focus on equity
  - Incorporates all the MM4E Core Values
  - Budget implications
  - A mechanism to measure progress and outcomes
- Examine policies that support or impede the MM4E goals and core values
- Operationalize new structures and methods for productive collaboration city-wide
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##### *Co-Chairs and Nancy Tauber*

- Plan meetings
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- Communicate progress with Working Group members and Steering Committee

**Time Commitment**

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*Co-Chairs:* Monthly meetings (2 hours) and approximately 18 additional hours throughout the year

**Membership (Who are we missing?)**

The following people have expressed interest:

Barb MacEachern - STEAM

Monica Leon - CPS

Chris Colbath-Hess - CPS

Liz Hill - CPS

OST

Lesley U - Lesley

Heidi Fessenden - CPS

Sue Walsh - DHSP

Susan Richards - Agenda for Children

*The following people have been recommended by someone else:*

Lei-Anne Ellis - Birth-3rd Grade Partnership

Barbara Murphy-Wellington- Agenda for Children OST

Dan Monahan - CEA President

Kaitlin Kelly - DHSP Moore Youth Center

Birth-3rd Grade Partnership Family Engagement and Partnership Committee

Khari Milner - Agenda for Children OST

Yolande Goode - DHSP Preschools

Upper School representation