

## Diversity Equity Committee Meeting



<b>Meeting Date:</b>	Monday, March 1st, 2021
<b>Meeting Start/EndTime:</b>	4:00 pm - 6 pm
<b>Meeting Location:</b>	<a href="#">Zoom Link</a> Meeting ID: 862 5452 3860 Passcode: g3G9ze
<b>Members Present:</b>	
<b>Other Attendees:</b>	
<b>Members Absent:</b>	

<p><b><i>Our Vision:</i></b> One community of lifelong learners, engaged in creating our culture, where all are safe, valued and accountable to one another for success.</p>	<p><b><i>Our Mission:</i></b> Expect excellence, grounded in compassion, to meet the needs of all learners.</p>
<p><b><i>Strategic Directions: Strategies to Achieve Our Vision</i></b></p> <ul style="list-style-type: none"> <li>A. Expecting high achievement for all students by improving our practices and building positive relationships</li> <li>B. Understanding and meeting everyone’s social-emotional, mental health, and cultural competency needs</li> <li>C. Operating with and communicating clear expectations, support, and accountability</li> <li>D. Implementing safe and secured schools and environments</li> <li>E. Engaging and partnering with parents, families and community</li> <li>F. Securing and managing all of our resources: people, money, facilities, time</li> </ul>	<p><b><i>Core Values:</i></b></p> <p><b>Excellence:</b> Be my best and expect the best of others  <b>Kindness:</b> Concern, compassion, and advocacy for others  <b>Respect:</b> Acceptance of self and others as we work together  <b>Honesty:</b> Say and do the right thing, even if no one is watching  <b>Responsibility:</b> Do my part and be accountable for what I say and do</p>
<p><b><i>Committee Purpose and Collective Commitments:</i></b></p>	

<b>Agenda Item:</b>	<b>Type:</b> <b>(Procedural, Information, Briefing, Action)</b>	<b>Discussion/Action:</b> <b>(Minutes)</b>	<b>Person Responsible:</b> <b>(Reports to Superintendent)</b>
<b>CALL TO ORDER</b> <ul style="list-style-type: none"> <li>• <a href="#">Opening &amp; Guidelines</a> &amp; Guidelines from Climate cohort</li> <li>• Review Agenda</li> <li>• Approval of <a href="#">Feb. Minutes</a></li> </ul>	Procedural	Chatbox on zoom meeting- The previously voted upon the norm of Robert's Rules does not align with committees' current use of the chatbox. <ul style="list-style-type: none"> <li>• As the chairperson, I am having a hard time keeping our norm of Robert's Rules with the chatbox. I feel I am missing items and it is difficult to hold the space and keep the commitment for everyone to be heard and have a voice while using a chatbox.</li> </ul>	Angela
<b><i>DEI ADMINISTRATOR</i></b> Share-out 1. Mark A.	Informational	1. Guided Study Hall Update	Mark Anderson
District Updates 1. <a href="#">Perry Wilkinson</a> 2. <a href="#">Attendance Circles</a> - Theory of Action Plan 3. Equity in the Workplace Symposium	Informational	<a href="#">Additional Attendance Guidelines from MDE for attendance during COVID/Hybrid learning</a> - downloadable document with state guidance for district regarding attendance procedures  HR has been attending symposiums 1. recruitment and adapting procedures to recruit a more diverse workforce and 2. what colleagues and organizations can do within the workplace to make diverse employees feel more comfortable and welcome. HR is using this to develop a	Karla Angela-Attendance circles

		diversity recruitment platform and recruitment procedures.	
<p>Informational Sharing</p> <p><a href="#">Resources/Maurella</a>-PD for related to cultural competency</p> <p><a href="#">Resources/possible monthly newsletter (Maurella)</a>?</p>	Informational	<ul style="list-style-type: none"> <li>Reminder when asking for items to be placed on the agenda use the <a href="#">google form</a> <ul style="list-style-type: none"> <li>Please remember this was a voted-upon norm of how to contribute ideas for the agenda.</li> </ul> </li> </ul> <p>Could DEC contribute ideas and suggestions to the monthly teaching and learning newsletter?</p> <ul style="list-style-type: none"> <li>CEU opportunity written into the newsletter. Informing staff if they choose an opportunity they can receive credit.</li> </ul> <p>Where is a place to put or share this beyond sharing within the committee via email?</p> <p>Could we talk to John Casper about posting this on our district page for suggestions?</p>	Angela
Student Voice Subcommittee share-out	Informational Action item	<p><a href="#">Student voice subcommittee minutes</a></p> <p><a href="#">Student voice membership interest form</a>-subcommittee proposed this item for a motion to be voted on by DEC</p>	Amber
Community Bridges Subcommittee-Membership share-out	Informational	<p>Letter update? Feedback received?</p> <ul style="list-style-type: none"> <li>If no feedback, are we ready to move this item to an action item to look at our membership?</li> </ul>	
Subcommittee suggestions	Action Item	Proposal to the committee: Do we need additional subcommittees to address holiday/monthly	DEC Members

		celebrations for diversity and equity?	
Vocabulary- Terminology use throughout district	Action Item	<p>Words:</p> <ol style="list-style-type: none"> <li>1. Under-represented</li> <li>2. BIPOC</li> <li>3. Marginalized</li> <li>4. Under-served</li> </ol> <p>Looking for support/feedback/and advising from the group to create common language use throughout the district. Where and when should these terms be used?</p>	
Adjournment	Procedural		