

DEI TEAM MEETING - 2/28/22

1. Welcome from Alan Addley
 - a. Introduction of Ken Shelton
2. Introduction to our Work
 - a. Introductions at table - who's at the table and what do we hope to get out of this?
 - b. Review Mission, Vision, and Core Values
 - c. Creating common language helps
 - d. Equity - advocating for an advancing opportunities and outcomes for all
 - e. Diversity and inclusion - creating a community that welcomes and embraces
3. Group Asset / Level Setting
 - a. Welcome - have every learner be seen and heard
 - b. Group Asset / Level Setting: Identify one color (of post-it) - for each question
 - i. What are some of the gifts you bring to our work together?
 - ii. What are some things you plan to contribute to the group?
 - iii. What are some needs you have in order to be fully participatory?
 - iv. How are others' contributions aligned with your needs?
 - c. Time to work in groups to complete post its and read contributions of others
 - d. Reflect as a group on the process we just went through (and discuss in groups)
 - e. Active Listening - are we listening to learn or listening to respond?
 - i. LARA - listen affirm respond add information
 - ii. LARI - listen affirm respond inquire
 - f. An Invitation to Brave Space - by Micky ScottBey Jones
 - i. Share with the group - what line stands out to you?
 - ii. Whole group share
 - iii. Share a deeper analysis of: "because there is no such things as a safe space"
4. Develop an equity statement
 - a. Review Equity Statements of School and Ford and Google
 - i. If there's something that stands out to the group as common - put it on a big post-it
 - b. Whole group share of key words / phrases
5. BREAK
6. Equity Audit Categories
 - a. Introduction to idea of audit - Meant to identify where disparities exist
 - i. Climate, program, achievement, professional capacity
 - b. Deep dive equity audit (steps in cycle below)
 - i. Disaggregate data
 - ii. Choose key focus points
 - iii. Gather additional data
 - iv. Work toward story
 - v. Identify root cause
 - vi. Apply intervention

- c. Looking at Data Sample
 - i. What does the data tell you?
 - ii. What does it make you ask?
 - iii. Group Share
 - d. Community Network
 - i. Co-centric Groups
 - 1. DEI Team - Administration - Faculty and Staff - Students - Parent Community - Larger Community
 - ii. Can we find 5 people who are curious in between meetings to engage with in a conversation - practice having a conversation?
 - 1. Every meeting will be a common experience...tonight's was the Brave Space - before the next meeting - share the Brave Space poem and talk with them about it
 - 2. Cognitive overload
 - 3. Confirmation bias
 - e. In Journal write:
 - i. 5 people you want in your network
 - ii. Identify assets you will bring to the conversation
 - f. Anything to add to our assets or needs (post-its from the opening)
 - g. In journal write:
 - i. I used to think
 - ii. Now I think
 - iii. And have people who are comfortable share
7. Logistics for next meeting
- a. March 28th - 3:30 - 6:30
8. Closing
- a. How has someone else's contributions been a bucket-filler?