

November 22, 2022

## Cultural Competence Committee

### **Parameters for the discussion -**

- Can we share info with others outside of here?
- What's shared here stays here, what's learned here leaves here
- Safe space for complex conversations

### **Norms for Discussion -**

- Respectful and civil discourse
- Hearing the intent behind what is being said
- Be sure all voices are heard
- All are volunteers - Unanimous commitment to these norms

### **DEI POLICY -**

<https://go.boarddocs.com/ny/pufsd/Board.nsf/goto?open&id=CDQOS76AA95A>

*Question: Where do you see the policy in action as you read through the strategic plan?*

There was discussion of alignment between the policy and strategic plans. Items included examples such as:

- curriculum alignment
  - definition around agency infused in the policy
  - meaning is being demonstrated
- community engagement – practices with families
  - the plan demonstrates building the bridge between homes and families
- middle school clubs cater to a wider range of interests
  - student led clubs – would like to see cultural clubs do more to include the school - used more of a forum to talk about experiences – would like to see the students who lead the groups actual teach awareness of the culture

### **Questions raised -**

How is are the CCC recommendations/strategic plan actions being benchmarked? Where has success achieved? And where is there still room for growth?

**June 2021 CCC Recommendations** document was discussed with color codes

Green -Ongoing or in place

Yellow – some strides have been made

### **Climate Survey Review**

Members worked in groups to provide feedback on potential survey instruments. The focus of the effort is finding data on how to care for our staff. Measuring belongingness, dignity and respect (per the strategic plan)

### **Other Recommendation Update**

- Curriculum and professional development – rubric being reviewed by administrators
- Director of DEI – coordinator position being reposted
- Possible consultant position being considered as an interim step to help build capacity

[Exit survey for follow up thoughts](#)