



**Equity in Action Committee Meeting  
November 29, 2022  
WGHS, Library  
5:30 - 7:00 p.m.**

**Notes**

**I. Welcome**

- A. The co-chairs: Tina Clark-Scott, Director of Student Learning, and Dr. Shane Williamson, Director of Diversity, Equity, & Inclusion, provided the welcome.

**II. Introductions**

- A. Each attendee introduced themselves.

**III. 2022 - 2023 EIA Guiding Statement and Charge:**

- A. Guiding Statement: To review data, policies, structures, systems, and practices that further the social, emotional, and physical well-being of all students. The EIA will advocate for specific actions to increase equitable outcomes for all students.
- B. Goal for the Committee Charge: To continue to offer the Community Recognition Program and will work to intentionally increase awareness about the program.

**IV. Community Recognition**

- A. No submissions were received by the November 29th deadline. The next deadline is January 25, 2023. Will remind District leaders and families.

**V. Program Evaluation**

- A. Curricular and co-curricular programs are evaluated on a cycle. The DEI program is evaluated every year and this committee serves as the evaluation team. The culture and climate data survey data for students and families were presented. Attendees were divided into small groups to review student data on SEL, Equity, and School Climate. Each group was asked to provide 2 -3 recommendations based on the survey data, coupled with their own knowledge and experiences. . EIA's feedback will be incorporated into the final Program Evaluation, which will be shared with the BOE.
- B. Recommendations by each group based on the student data:
  - 1. Equity & Inclusion
    - a) Family Engagement position - Learn more about this role to see if it is an appropriate position t request for WGSD.

- b) Obtain better understanding of how people define inclusion, which may lead to the district defining inclusion as it pertains to WGSD.
2. SEL
- a) Investigate if our current number of counselors at the middle and high school is sufficient to meet the students' needs.
  - b) How do we teach students to describe their feelings? (Based on the survey, the response rate for 3rd - 5th and 6th - 12th was lower)
3. School Climate
- a) Since Hixson does not offer an activity bus after school, then discuss the option to have clubs during the school day.
  - b) Increase the number of survey participants at the middle and high school - Understand how it was administered and make adjustments.
  - c) Create a welcome week/days for 6th grade students (Hixson) and 9th grade students (WGHS). This would help students learn the building, meet their teachers, and build relationships (especially for the 6th graders)
  - d) In comparison to the 3rd - 5th graders, there was a decrease in teacher-student relationships at the middle and high school levels. Investigate how we currently build relationships and how we can enhance this area.
  - e) Review disciplinary process and procedures.

**VI. Equity Updates**

- a. The updates will be sent because we ran out of time.

**VII.. Announcements**

- A. There were no announcements.

**VIII. Next Meeting**

- A. January 30, 2023 from 5:30 - 7:00 p.m., WGHS Library