

Diversity & Inclusion Committee
Agenda/Minutes
April 21, 2021

- I. Introduction of Tiffany Taylor Smith-Facilitator
 - a. Vice President and Executive Director of Inclusive Excellence at the University of Dayton

- II. Discussed the Work to Be Done
 - a. Faculty and Staff Professional Development
 - b. Development of a Positive Culture and Climate at Springboro Schools
 - c. Impact to Curriculum
 - d. Impact to the General Community

- III. Discussion of Differences Between Generations
 - a. Traditionalists
 - b. Baby Bombers
 - c. Generation X
 - d. Millennials
 - e. Generation Z

- IV. Ground Rules/Conversational Norms
 - a. Stay engaged
 - b. Share the stage
 - c. Be patient with self and others
 - d. Share from your perspective
 - e. Notice your judgements
 - f. We are all teachers and learners
 - g. ***Respect and Confidentiality
 - h. Uncomfortable or “ouch” moments or discussions

- V. More Discussion Points
 - a. Personal Cultural Identity
 - b. Share your History
 - c. Define Diversity, Equity and Inclusion (differences)

- VI. Key Cultural Competence
 - a. Cultural Awareness
 - b. Cultural Knowledge of Others
 - c. Cultural Skills – The Work

- VII. Discussion on Cultural Dimensions
 - a. Race, Ethnicity, Religion, Gender, Age, Sexual Orientation, Socio-Economics, Mental and Physical Abilities

- VIII. Discussion on Current Climate and the Future