

Diversity & Inclusion Committee
Agenda/Minutes
May 19, 2021

- I. Welcome and Recap
- II. Basic working definitions of Diversity, Inclusion and Cultural Competence
 - a. Diversity – Refers to the richness of human differences such as socioeconomics, race ethnicity, language, nationality, sex, gender identity, sexual orientation, religion, geography, disability, age, and individual aspects such as personality learning styles, and life experiences.
 - b. Inclusion – Refers to active, intentional, and ongoing engagement with diversity. Inclusion is achieved by creating a climate and culture within the institution that fosters belonging, respect, and value for all the encourages engagement and connection throughout the institution and community.
 - c. Cultural Competence – The ability of a system, organization and people to work together and collaboratively and effectively in a multi-cultural environment.
- III. People Talking Culture in small groups
 - a. Why is this work important to you?
 - b. What are you learning about yourself?
- IV. Four Working Groups and perspectives to Include: Leadership, Faculty & Staff, Students & Parents to discuss the following questions
 - a. What is the current climate for diversity in Springboro?
 - b. What are the current challenges and limitations?
 - c. What would you like to see in the Springboro diversity journey?
- V. Work to be done this summer.
 - a. Start on a mission and vision statement...small internal group.
 - b. Purpose of this group
 - c. Think about action steps, focus groups, back to school, etc. in the fall.
 - i. Development of key staff members per building and district.
- VI. Next meeting: August 18, 2021