

## DIVERSITY & INCLUSION COMMITTEE

DECEMBER 15, 2021

### AGENDA/MINUTES

1. Discussion on top 5 ideas for potential Strategic Plan consideration/implementation. (number top 5 if you have not submitted already).
  - a. Survey staff to learn more about their thoughts and concerns related to D&I
  - b. Survey students to hear their thoughts and ideas
  - c. Bring in external speakers to help educate students on D&I matters
  - d. Put a process in place to assist department heads in evaluating curriculum through a D&I lens
  - e. Have D&I highlighted in district materials (photos, website, etc.)

Safety is critical (regardless of survey)

Survey - 3<sup>rd</sup> party/external, comparison data, timeline (Before Spring Break?), data driven, when will people have access to view, what did you learn/what are you going to do w/ data, keep survey minimal, list about how long survey will take to complete, take survey during the school day, English class, homeroom, force through student Chromebooks/Google Account, "Are you aware of DEI offerings in district?", creative way, a survey without it being a survey, Kahoot – interactive group discussion (encourage a conversation), Gallup survey, has it been updated to include DEI? Target audience – JH, HS. Get and use feedback from students.

Is our district safe? No, in some circumstances. PD is necessary. Not just check a box. "Keeping students safe" – Think it's vague. Student – "How come we don't have a leader of a diversity group that looks like me?" It starts from the top, hiring admin/teachers. Very intentional about the types of questions we survey our students. A process in place, district wide, for diversity and inclusion based on curriculum state-standards. District is not intentional about this. Be very intentional to select literature that represents a wide variety of diversity/culture. Books are only about slavery, civil rights. Many more books available not just focused on this. "I want our white students to feel challenged to think differently." "We have people in our schools who are overtly racist and aggressive about it." Social studies and math can teach diversity, as well (not just English). Spread the wealth. Natural conversation, not just "Okay, today we're going to talk about diversity." Do we have any books with LGBTQ+ characters? Is there a policy? We have a non-discrimination policy. Our textbook company does do a good job of having diverse characters. Having a diverse pool of candidates, mentoring programs in district. "Since there's no bachelor's degree requirement, what efforts do you have in place to now bring in a more diverse workforce. Use that (no bachelor's requirement) to make sure to attract a more diverse pool." Type of mindset where we do everything, we can bring in a diverse pool. Not hire the first person/applicant that fits but open it up to a more diverse group. Reach out to Central State, HBCUs.

2. Update on policy development for open meetings, etc. – January BOE meeting  
Awaiting on legal counsel, structure – board/superintendent committees, does it make more sense to turn over committee members on an academic year (as opposed to calendar year), have people who are not on committee observe committee? Work through more details in January, decide when to meet again in the coming year.
3. Time Frame for Strategic Plan.
  - a. Dec. 15 – survey released to staff
  - b. Jan. 14 – Action planning teams meeting

- c. Feb. 9 – Update BOE
- d. Feb. 23 – Rough Draft for BOE
- e. Mar. 9 – Year by Year implementation plan
- f. Mar. 23 – Final for BOE

- 3. February – Update meeting for D&I