

**Diversity Advisory Committee
Minutes of September 16, 2016
12 Noon to 2 p.m.
MISD Board Room**

Members Present: David D'Souza, Sophy Yang, Julie Ogata-Ciobanu, Wayne Perryman, Ivy Suzuki-Jaecks, Ana Simoes, Eunyoung Kim, Steve Pellerine, Ed Holmes, Aisha Jumaan, Tahmina Watson, Kimberly Frederick, Simmi Kher, Alex Hart, Robin Wilt, Jolene Cook, Wayne Perryman, Benson Wong, Erin Battersby, Dr. Gary Plano, Craig Degginger.

Absent: Qian Wong

1. Welcome and Check-in

Dr. Plano welcomed everyone to the DAC meeting and introduced Benson Wong as a new member. Members then went around the table introducing themselves and their relationship to the district.

2. Purpose and Role

Dr. Plano reviewed the Purpose, Role and Responsibility document for 2016-17. It was suggested the Purpose and Role should be inclusive of all ethnic groups and that it not single out specific groups. The sentence under review was written in 2014 when the committee was first established and was intended to explain our diverse populations. After discussion, there was consensus that the sentence as written should be replaced with another sentence found in the DAC's charter and the new sentence reads: Recent changes in the demographics of the Mercer Island community show fewer students identified as Caucasian and growing numbers of families from Africa, Asia, the Middle East, Island Nations, Europe, Australia, and Central and South America. Students who identify as Caucasians, Asians, Latinos, African-Americans, Native Americans, and a new category called multiracial, are studying and growing up together.

3. Norms and Agreements

Dr. Plano reviewed the Norms and Agreements adopted by the committee earlier this year.

4. DAC membership for 2016-17

Dr. Plano reviewed the committee membership, noting that Ruth Saunders had resigned from the committee and would be welcomed back whenever she wished. The District has been advertising for new DAC members in its regular communications channels and in the *Mercer Island Reporter*, and received several applications. Dr. Plano shared a roster that outlined all memberships on the DAC in three-year terms and distributed an attendance and membership roster of the current committee.

5. New Family Event Planning

The second annual Welcome Event for new families is scheduled for Wednesday, October 5 from 6 to 8 p.m. in the commons at Northwood Elementary. Dr. Plano invited DAC members to attend and serve as ambassadors to assist in welcoming new families and help with interpreting. Community organizations have been invited to join in a resource fair for new families.

6. Learning and Diversity

Dr. Plano distributed pie charts showing 2016-17 Federal Ethnicity/Race Demographics district-wide and by school, which reflects the growing diversity on Mercer Island. There was good discussion about the data in terms of diverse populations at each level and the diverse populations of our new families.

Dr. Caprice Hollins' book *Diversity, Equity and Inclusion* has been purchased and being used by school diversity action teams in school-based trainings. Jennifer Wright has provided data sets to the teams as part of a half-day training on diversity

The committee discussed the importance of using indicators and analytics in this work around changing the paradigm of how children learn with emphasis on students with diverse backgrounds, and how could they as a group engage themselves in those conversations and honor and celebrate the work of our teachers. Several committee members agreed the district's work in this area is making progress and it was noted the work is more of a journey and not a destination

Questions arose about the amount of cultural competency training that was happening in our schools. Dr. Plano noted this would be a fair question to ask at next month's meeting.

7. School-based Diversity Action Teams (SBDAC)

Dr. Plano briefly shared the role of the SBDAC and said representatives from these teams would attend every other DAC meeting.

8. Meeting Schedule

The committee discussed and agreed on meeting the 3rd Wednesday of each month from 12 Noon to 2 p.m. on these dates:

10/21/16, 11/18/16, 1/20/17, 2/24/17, 3/17/17, 4/21/17, 5/19/17

9. The meeting was adjourned at 2 p.m.