

Diversity Advisory Committee Minutes  
September 19, 2014

Dr. Plano introduction – go around the room sharing and check-in

The group shared insights and issues related to diversity  
Items shared – contract, diverse coaches represented on King 5, boundary committee forming – should have diverse representation, empty nest parents who still want to be engaged, book writing, Perryman documentary release, ELL, and more boundary.

Agenda:

Continue with sharing from committee members

Dr. Plano opens the floor to other committee members sharing and thanks those who have already shared.

One member shared a story about a Dr. in CA whose daughter says that there are students who could not sit next to her and his son was arrested based on racial profile in front of his own house. Unless you feel the pain of other people it is hard to relate. The heartfelt pain is what helps you connect (example of Sandy Hook and Rev. Perryman's documentary). Somehow in a multicultural education if we can help students to feel the pain of others it will be better understood.

The group reviewed the Charter to look for the further input – are there better words?

A couple of members asked if maybe this group is not inclusive enough, religious, LGBT, etc. Others concurred with the need to expand the group to more groups.

The group explored the reasons beyond the demographic changes on MI as to the need for this group. A global citizen is more of the reason, not just because the numbers have increased. Students cannot be global citizens if they do not have these skills. Others concurred with the idea that it is global – trying to develop a community that is embracing and inclusive. One member mentioned that she enjoyed the Baccalaureate where there is that opportunity to speak freely and is inclusive of all religions. Many on the committee agree that they would want people to treat people the same, as they would want to be treated.

Dr. Plano described that the principals initially wanted to expand the group, but two consultants advised to begin with race to get a perspective that has been more addressed. The group discussed that there is a debate whether they should be included (religion/race-ethnic). 2<sup>nd</sup> paragraph of the Charter – it may be a change on the Island and students already discuss the other subjects. It is a good starting off point at this moment. Start with the simpler concept.

One member felt that it's more than just race – if we are going to pull on the heartstrings of other groups.

Dr. Plano stated that we have not concluded this conversation. He will send out the charter in a word file for people to work with the wording.

One member brought up the question are you capturing the diversity training of staff in the interview process or what they bring to the district in their previous experiences? This be addressed at the next meeting.

Dr. Plano then reviewed the articles and asked members to fill out the doodle on next meeting dates.

International night IP 10/17 6:00PM