

Diversity Advisory Committee Minutes

October 30, 2015

Dr. Plano welcomed everyone and introduced guest Nathan Benson, a high school student who helped at the all-district new family welcome event by speaking in Chinese to the new families at the event.

Dr. Plano reviewed the agenda for this meeting. He reviewed the role of Diversity Advisory Committee members and asked for questions or clarification. He spoke about the School-Based Diversity Action Teams, noting that every other month starting January, 2016, a representative of these School-Based Diversity Action Teams will attend a Diversity Advisory Committee meeting.

Dr. Plano spoke about the district creating opportunities to find and employ diverse staff and talked about trips to black colleges and universities. Rev. Perryman questioned if the Human Resources Department would be taking adequate measures for this and about the emerging diversity of what were historically black colleges and universities. Dr. Plano replied about the need to recruit teachers for the elementary Spanish-language program.

Reflection on the all-district new family welcome event on October 7 was discussed next. Dr. Plano said he was overwhelmed to see such a great turnout of the new families as well as parent ambassadors, definitely a step in the right direction. He thanked Sophy Yang who was present and Ivy Suzuki-Jaecks for taking a lead on organizing the parent ambassadors for the event. Sophy Yang, Nathan Benson and Tamina Watson shared their personal experiences from the event.

Dr. Plano shared his reflections from Ben Ibale's training. He shared how Ben asked people to describe themselves in words and share events that helped to shape their lives. Dr. Plano shared an insight from the training with the group. When asked, he described himself as a member of the baby boomer generation and some of the events that shaped his life were: Kennedy's assassination; civil rights; and assassination of political leaders. He then spoke about his key take aways regarding the parents who are members of a *different* generational group, which helped explain in his mind why parents behave the way they do.

The Committee then moved on to discuss the wording in the proposed Board Policy 1610. Suggestions were offered and made. Dr. Plano discussed the need to define "equity" explicitly in the policy, and there was a discussion around this. Dr. Plano reiterated that Committee members should not hesitate to share comments, edits, deletions, or additions until the end of next week. He noted it would go before the school board for a first reading on November 12.

Simmi Kher then lead a discussion on the article on Asian American's '*The model minority is losing patience.*' The discussion revolved around the issues of equity and what it means to be an Asian American. What does it mean for the second and third generations of Asian

Americans? Are they different from any other American born in this country? Rev. Perryman shared an article on the Fourteenth Amendment and spoke about the rights or lack thereof of the Chinese at the time of the writing.

Dr. Plano reminded the members of the DAC that they are invited to a special board meeting on November 17 at 9:15-11:00 a.m. They are also welcome to attend 7:30-9:00 AM-- Legislative Meeting with Representatives Clibborn and Senn and Senator Litzow.

The following DAC dates were calendared for the future Diversity Committee meetings. December 2; January 8; February 3; March 4; April 6; and May 6. All of the meetings will be in the boardroom from 11:30-1:30 PM.

Present: David D'Souza, Sophy Yang, Ana Simoes, Tahmina Watson, Steve Pellerine, Dr. Gary Plano, Alex Hart, Wayne Perryman, Simmi Kher, Eunyoung Kim, Aisha Jumaan and Nathan Benson (guest)

Absent: Julie Ogata Ciobanu, Qian Wang, Ivy Suzuki-Jaecks, Ruth Saunders, Ed Holmes, Kimberly Frederick