

## Diversity Advisory Committee Meeting

April 24, 2015  
11:00 a.m. – 1:00 p.m.  
Board Room  
AGENDA

1. Welcome and Check-in
  - a. New member: Aisha Jumaan
  - b. May meeting member: Tahmina Watson
2. Leadership Team
  - a. *Read and discussed article on Diversity and Equity / Please read.*
3. Island Park Staff Engagement and Student Engagement
  - a. David Hoffman and Fred Rundle will share information about an IP intervention and seek ideas
4. Continuing discussion of guiding strategic actions to fulfill charter expectations and discussion around cultural competencies.
  - a. *Possible Idea: School-based Diversity Action Teams*
  - b. *Possible Idea: Cultural Competency Training*
  - c. *Possible Idea: District Event—October 9, 2015*
5. Announcement / ESD 121 Meeting: Achieving Racial Equity Through Policy and Beyond—Gary, Wayne and Ivy
6. Next Meeting:                    May 19, 2015 9 a.m. – 11:00 a.m.
7. Adjourn

Taken from the NEA website: <http://www.nea.org/tools/30402.htm>

There are five basic cultural competence skill areas. They apply to individual educators as well as the schools they work in and the educational system as a whole. Growth in one area tends to support growth in another (Adapted from Diller and Moule, *Cultural Competence: A Primer for Educators*, Thomson Wadsworth 2005):

- **Valuing Diversity.** Accepting and respecting differences—different cultural backgrounds and customs, different ways of communicating, and different traditions and values.
- **Being Culturally Self-Aware.** Culture—the sum total of an individual's experiences, knowledge, skills, beliefs, values, and interests—shapes educators' sense of who they are and where they fit in their family, school, community, and society.
- **Dynamics of Difference.** Knowing what can go wrong in cross-cultural communication and how to respond to these situations.
- **Knowledge of Students' Culture.** Educators must have some base knowledge of their students' culture so that student behaviors can be understood in their proper cultural context.
- **Institutionalizing Cultural Knowledge and Adapting to Diversity.** Culturally competent educators, and the institutions they work in, can take a step further by institutionalizing cultural knowledge so they can adapt to diversity and better serve diverse populations.